

MONTANA DEPARTMENT OF TRANSPORTATION

Civil Rights Bureau
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EEO/Affirmative Action Plan

**Including 2008 AAP Accomplishments and
2009 - 2014 Goals and Action Items**

Montana Department of Transportation



serving you with pride

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INTRODUCTION

The Annual Affirmative Action Plan is prepared for the Montana Department of Transportation (MDT) by the Civil Rights Bureau (CRB). The CRB is a bureau of the Human Resources Division, with a direct line of access to the Director and Administrative staff of the Agency.


The Bureau is responsible for:

- ☐ Agency wide Title VI program
- ☐ Agency wide Title VII program
- ☐ Disadvantaged Business Enterprise (DBE) program
- ☐ American with Disabilities Act (ADA) program
- ☐ DBE Supportive Services program
- ☐ Equal Opportunity Employment (EEO) contract compliance
- ☐ Labor Compliance programs

Staff working for the Bureau include:

- ☐ Civil Rights Bureau Chief
- ☐ DBE Program Manager
- ☐ ADA Program Manager
- ☐ DBE Supportive Services Program Coordinator
- ☐ EEO/Labor Compliance Program Manager
- ☐ Title VI/EEO Compliance Program Manager
- ☐ Compliance Technician

The EEO/Affirmative Action Plan is public record. It is broadly distributed throughout the state to various minority organizations and job service entities. In addition, it can be located in its entirety at Montana Department of Transportation website located at <http://www.mdt.mt.gov/publications/brochures.shtml#eeo>.



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POLICIES, PROCEDURES AND ORGANIZATIONAL CHARTS



STATE ASSURANCE WITH REGARD TO
EQUAL EMPLOYMENT OPPORTUNITY
AS REQUIRED BY
THE FEDERAL-AID HIGHWAY
ACT OF 1968

Pursuant to the requirements of Section 22(a) of the Federal-Aid Highway Act of 1968, the State of Montana, desiring to avail itself of the benefits of Chapter 1, Title 23, United States Code, and as a condition to obtaining the approval of the Secretary of Transportation of any programs for projects as provided for in Title 23, United States Code, Section 105(a), hereby gives its assurance that employment in connection with all proposed projects approved on or after August 23, 1968, will be provided without regard to race, color, creed or national origin.

More specifically, and without limiting the above general assurance, the State highway department hereby gives the following specific assurances:

1. The State highway department will establish an Equal Opportunity Program in furtherance of the above General Assurance, which shall include a system to ascertain whether contractors and subcontractors are complying with their equal employment opportunity contract obligations and the degree to which such compliance is producing substantial progress on the various project sites in terms of minority group employment. The State highway department will furnish such information and reports regarding contractor and subcontractor compliance as may be requested by the Federal Highway Administration.

2. The State highway department program shall include effective procedures to assure that discrimination in employment on the grounds of race, color, creed or national origin will not be permitted on any projects and if discrimination exists at the time this assurance is made it will be corrected promptly.

3. The State highway department has appointed an Equal Opportunity Coordinator whose primary duty shall be to administer the State's Equal Employment Opportunity Program as established pursuant to these assurances.

4. The State highway department will, on its own initiative, take affirmative action, including the imposition of contract sanctions and the initiation of appropriate legal proceedings under any applicable State or Federal law to achieve equal employment opportunity on Federal-aid highway projects and will actively cooperate with the Federal Highway Administration in all investigations and enforcement actions undertaken by the Federal Highway Administration.

5. The State highway department will establish and maintain effective liaison with public and private agencies and organizations which are, or should be, involved in equal opportunity programs. Such agencies and organizations include, but are not limited to labor unions, contractor associations, minority group organizations, the U. S. and State Employment Services, the U. S. and State Department of Labor.

6. The State highway department hereby agrees that it will seek the cooperation of unions, contractors, appropriate State agencies and other related organizations in the establishment of skill training programs, and will assure that all persons will have an opportunity to participate in such programs without regard to race, creed, color or national origin.

7. The State highway department hereby agrees that its own employment policies and practices with regard to State highway department employees any part of whose compensation is reimbursed from Federal funds will be without regard to race, color, creed or national origin.

8. The State highway department shall include in the advertised specifications notification of the specific equal employment opportunity responsibilities of the successful bidder as those responsibilities are currently defined and required by the Federal Highway Administration. No requirement or obligation shall be imposed as a condition precedent to the award of a contract for a project unless such requirement or obligation is otherwise lawful and is specifically set forth in the advertised specifications. Procedures for the prequalification of Federal-aid contractors and subcontractors to determine their capability to comply with their equal employment opportunity contract obligations will be issued as a supplement to this interim assurance for implementation by December 1, 1968.

9. The State highway department will obtain and furnish to the Federal Highway Administration such information and reports as may be requested to enable the Federal Highway Administration to determine compliance by the State highway department with this assurance.



Signature

Director, Montana Department of Transportation

Title

Date

4/15/2009

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Montana Department of Transportation is an equal opportunity employer. No person will be denied employment or otherwise be subject, in any term or condition of employment to discrimination based on sex (including sexual harassment and sexual orientation), race, color, creed, religion, national origin, age, physical or mental disability, marital status or political beliefs.

MDT will take affirmative action to equalize employment opportunities at all levels of Agency operations where there is evidence there have been barriers to employment for those groups of people who have traditionally been denied equal employment opportunity.

All MDT employees are protected from retaliation for lawfully opposing any discriminatory practice, including filing an internal complaint, the filing of a union grievance, and the initiation of an external administrative or legal proceeding or testifying in or participating in any of the above mentioned activities.

AMERICANS WITH DISABILITIES ACT POLICY

The Montana Department of Transportation shall not discriminate against a qualified individual with a disability in regard to job application procedures, hiring, advancement, or discharge of employees, employee compensation, job training, and other terms, conditions and privileges of employment.

MDT SEXUAL HARASSMENT POLICY

It is the policy of the State of Montana that all employees have a right to work in an environment free from all forms of discrimination, including sexual harassment.

It should be understood that sexual harassment is against the law and the State of Montana is committed to the prevention of all forms of sexual harassment in the work place. In addition, the State of Montana prohibits retaliation against any employee because he or she has made a report of alleged sexual harassment or against any employee, who has testified, assisted, or participated in any manner in an investigation of a report.

Sexual harassment is generally defined as unwelcome sexual advances, requests for favors and other verbal, physical and/or visual contact of a sexual nature when:

- Submission is made either explicitly or implicitly a term or condition of an individual's employment.
- Submission or rejection by an employee is used as a basis for employment decisions affecting the employee.
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creates an intimidating, hostile or otherwise offensive work environment.

The following are examples of sexual harassment:

- Sexual advances which are unwanted (this may include situations which began as reciprocal attractions, but later ceased to be reciprocal)
- Sexual gestures
- Displaying sexually suggestive objects, pictures, cartoons or posters.
- Verbal abuse of a sexual nature, sexually oriented
- Employment benefits affected in exchange for sexual favors (may include situations where a third party is treated less favorably because others have agreed to sexual advances).
- Physical conduct such as assault, attempted rape, impeding or blocking movement, or touching. Women or men in nontraditional work environments may also be subject to hazing (this may include being dared or asked to perform unsafe work practices).

You should report sexual harassment as soon as possible after the incident or action occurs. Early reporting is encouraged, because management's ability to investigate and act on reports diminishes with time.

If you feel you are being sexually harassed, do not keep it to yourself, take the following steps:

- Inform the individual that his/her behavior is unwelcome, offensive or inappropriate. Do not assume or hope that the problem will go away.
- If you are unable to confront the harasser or the harassment continues, notify your supervisor, the first level supervisor who is not involved in the alleged harassment, or your department's EEO officer.
- Request a copy of your department's sexual harassment prevention policy. Reporting procedures are included in the policy.
- Keep notes. Keep a record of the dates, times, places, witnesses and describe each incident. Save all notes, correspondence or related records in a safe place.

If you are considering reporting a complaint, you can:

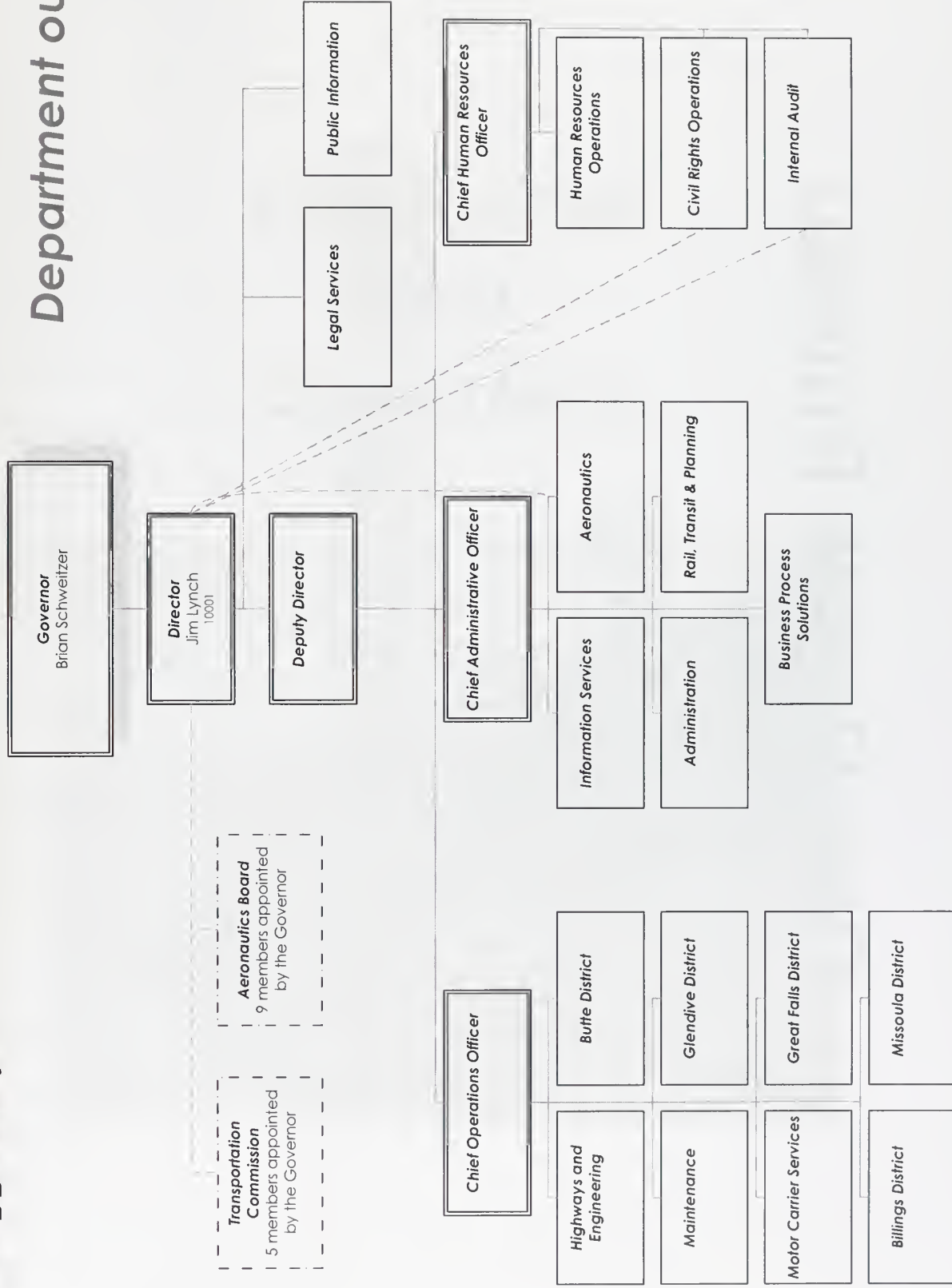
- Use the MDT complaint procedures posted in your work area or by calling your EEO representative.
- File a complaint with the Human Rights Bureau. Complaints with the Human Rights Bureau will be accepted within 180 calendar days of the act, or an extended 120 calendar days if you are using an internal complaint procedure.

If you are not personally a victim of sexual harassment, but observe actions against other employees, which you believe to be harassment, you are encouraged to bring it to the attention of your EEO officer.

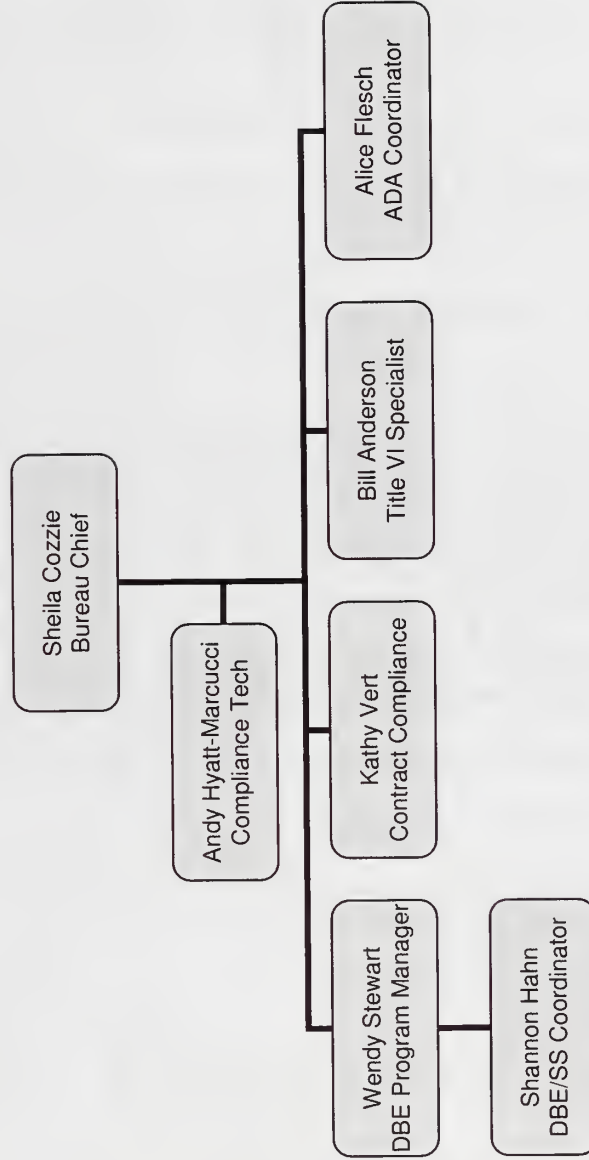


Montana Department of Transportation

Department outline



Civil Rights Bureau



CONTRACTOR EEO COMPLIANCE



AFFIRMATIVE ACTION PLAN

PART I – Contractor Compliance

I. Organization and structure.

A. State highway agency EEO Coordinator (External) and staff support.

1. Describe the organizational location and responsibilities of the State highway agency EEO Coordinator. (Provided organization charts of the State highway agency and of the EEO staff.)

The office of the External EEO Coordinator is located in the Civil Rights Bureau of the Human Resources Division, Montana Department of Transportation, Headquarters building, Helena, Lewis & Clark County, Montana. The external EEO Coordinator's duties include contractor compliance reviews, follow-up reviews, show-cause hearing coordination, contractor EEO officer training, contractor EEO consultative services, on-the-job training program coordination and federal reporting.

2. Indicate whether full or part-time; if part-time, indicate percentage of time devoted to EEO.

The position of External EEO Coordinator is full time. The position description duties include external EEO, labor compliance, and contractor/internal EEO training.

3. Indicate length of time in position, civil rights experience and training, and supervision.

The External EEO Coordinator is James R. Phillips. He has functioned in the position for eight years and has completed multiple trainings in federal contract compliance and administration. Phillips has also participated in state and national Civil Rights conferences.

4. Indicate whether compliance program is centralized or decentralized.

The external EEO program is centralized.

5. Identify EEO Coordinator's staff support (full- and part-time) by job Title and indicate areas of their responsibilities.

Staff support for the position is part-time. The part-time position is entitled Compliance Technician and is filled by Andy Hyatt-Marcucci. Hyatt-Marcucci is responsible for:

- ☐ Annual EEO Submission approval
- ☐ Annual PR-1391 solicitation and compilation
- ☐ External EEO data entry
- ☐ External EEO records, mailings and internet posting

6. Identify any other individuals in the central office having a responsibility for the implementation of this program and describe their respective roles and training received in program area.

Sheila Cozzie, Chief of the Civil Rights Bureau, has External EEO program responsibilities. She has attended many training opportunities including national EEO conferences, WASHTO conferences, and other conferences related to working with minorities and disadvantaged individuals. Determinations made by the External Program Coordinator must have the concurrence of the bureau chief prior to finalization.

B. District or division personnel.

1. Describe the responsibilities and duties of any district EEO personnel. Identify to whom they report.

District field personnel are responsible for a variety of EEO activities, including:

- ☐ Provide EEO information to highway contractors at pre-bid and pre-construction conferences if the External EEO Coordinator cannot attend.
- ☐ Supervising on-the-job training at construction sites.
- ☐ Assuring that the contractor is in compliance with the training special provisions in the contract, including obtaining an approved training plan and ensuring the quality and quantity of training provided.
- ☐ Ensuring all required EEO posters and notifications are present on the job site.

The duties are generally performed by the Engineering Project Manager, who reports to the District Construction Engineer where the project is located.

2. Explain whether district EEO personnel are full-time or have other responsibilities such as labor compliance or engineering.

District personnel are full-time positions; however, have other duties outside of EEO. Most are in the engineering field.

3. Describe training provided for personnel having EEO compliance responsibility.

The training of personnel having associated EEO duties include:

- ☐ Two hours of mandatory EEO training every two years
- ☐ Hands on demonstration of pre-bid and pre-construction EEO information delivery.
- ☐ Collaborative problem solving, mentoring and as-needed training of EPM's monitoring OJT training.
- ☐ District personnel who provide EEO functions are afforded the opportunity to job shadow during contractor EEO Officer training or during EEO Compliance Reviews.

C. Project personnel. Describe the EEO role of project personnel.

All project personnel have the responsibility for and the duty to report known or suspected EEO abuses by contractors doing federal-aid highway projects.

II. Compliance procedures.

A. Applicable directives.

DIRECTIVE	ENTITLED	COMPLIANCE
23 USC 140 (a)	Federal-Aid Highway Act 1968	FHWA / EEO Assurances
23 CFR 230 Subpart A/B	Equal Opportunity (EO) Program	Contract Compliance Supportive Services
23 CFR 230 Subpart D	Construction Contract Compliance Procedures	Contractor Compliance Reviews
23 CFR 230.311 Appendix A to	Organizational Structure of	MDT External

Subpart C, Part 1	the External Program	Organization and Duties
23 CFR 230.313	STA EO Program Approval	AAP to FHWA
23 CFR 230 Appendix A to Subpart C	STA EO Program	Current Practice
23 CFR 230, Appendix A to Subpart C, Part 1, Item #VI-Complaints	EEO Complaints Against Contractors	Annual Submission Complaint Procedure
23 CFR 230.121	PR-1391/PR-1392	Yearly contractor reporting (EEO-5)
23 CFR 230 Subpart A, Appendix A/B, FHWA-1273	Required Contract Provisions	FHWA-1273 in all contracts
FHWA Order 4710.8	EEO Goal Authority / OFCCP	Utilize GFE
FHWA Order 4710.8	Notify OFCCP	Report violation of goal attainment
23 CFR 230.121	Report Contractor Training	PR1391 and Supt. Mo. Training Report

In addition, MDT Director Jim Lynch signed the FHWA "State Assurances" on March 20, 2008.

B. Implementation.

1. Describe process (methods) of incorporating the above FHWA directives into the SHA compliance program.

All Federal Directives are discussed by the Civil Rights Bureau or the Engineering Project Manager at each pre-bid and pre-construction conference. Every MDT contract contains FHWA Form 1273 and language requiring contractor compliance.

In addition, the Civil Rights Bureau conducts an annual Contractor EEO Training prior to construction season. All requirements, regulations and directives are discussed and reviewed during this training. This is a four hour training that outlines EEO requirements of contractors. The training is voluntary and this year 35 contractors participated.

2. Describe the methods used by the State to familiarize State compliance personnel with all FHWA contract compliance directives. Indicate frequency of work shops, training sessions, etc.

MDT offers, at least annually, EEO training updates. These are also done when new project managers are hired or at the request of any agency personnel.

3. Describe the procedure for advising the contractor of the EEO contract requirements at any preconstruction conference held in connection with a Federal-aid contract.

The EEO Coordinator or a designee presents pertinent EEO information to the contractor during the preconstruction conference. MDT utilizes a Pre-Construction Conference Checklist that outlines the following:

- ☐ Labor – Weekly payrolls/Timely submission; fringe benefits distribution; signed certification; zone pay; shifting of wages; deductions; classification of workers; Management and supervisory personnel; Approved subcontracts; monitor your subcontractors; Owner Operators; Site of Work Issues; and offers further labor assistance, if requested.

- ☐ EEO – “Good Faith Effort”; Hiring preferences for project adjacent to Reservations; Monitor and report unions supply women or minority workers; Bulletin Board/materials/placement; On-site meetings/frequency/minutes to EPM; Trainees on site/ Monthly report; Monitor subcontracts EEO practices; EEO officer name; and offers further EEO assistance, if necessary.
- ☐ DBE – Prime contractor monthly reporting of subcontractor payments; Monitor DBE's for Commercially Useful Function; DBE work to be completed by DBE employees only; Substitution of DBE Firm/Contact CRB; Reduction in DBE participation; DBE Goals; Asks for names of DBE firms that will be utilized.
- ☐ ADA – Concrete subcontractor if sidewalks involved; Accessibility; Alternative routes planned and accessible;
- ☐ Title VI – Name of Public Information personnel/consultant; Storage of public involvement records; Social, economic, environment elements reviewed.

III. Accomplishments.

Describe accomplishments in the construction EEO compliance program during the past fiscal year.

A. Regular project compliance review program.

1. Number of compliance reviews conducted	5
2. Number of contractors reviewed.	6
3. Number of contractors found in compliance.	6
4. Number of contractors found in noncompliance.	0
5. Number of show cause notices issued.	0
6. Number of show cause notices rescinded.	0
7. Number of show cause actions still under conciliation and unresolved.	0
8. Number of follow-up reviews conducted.	0

MDT did not conduct any show cause hearings in 2007. The compliance review strategy for the year was on contractor hiring procedures. The emphasis was to ensure contractor's utilized objective criterion based selection documents and processes.

In addition to the above referenced compliance reviews, several audits were conducted for contractor compliance. MDT audited 24 construction projects which included a review of the EEO program. All 24 were found in compliance with EEO policy statements, certified payrolls, EEO posters, DBE awareness, and the trainee program.

B. Consolidated compliance reviews.

MDT has undertaken no consolidated compliance reviews.

C. Home office reviews. If the State conducts home office reviews, describe briefly the procedures followed by State.

MDT does not conduct formal home office reviews.

D. Major problems encountered. Describe major problems encountered in connection with any review activities during the past fiscal year.

MDT did not encounter any major problems relating to review activities. When required, all contractors completed and submitted VCAP's and/or CAP's.

IV. Areawide plans/Hometown and Imposed (if applicable).

Not applicable.

V. Contract sanctions.

A. Describe the procedures used by the State to impose contract sanctions or institute legal proceedings.

MDT uses the following five step process to insure contractor compliance:

Step 1 - Show Cause Hearing – The process followed is in accordance with 23 CFR 230.409 (h). An FHWA representative, MDT Chief Engineer, Chief Human Resources Office and the Civil Rights Bureau Chief serve as members of the committee that will consider the issues and remedies.

Step 2 - Conciliation Conferencing - Conciliation negotiations with the contractor are ongoing through the 30 day allowance for submission of a corrective action plan.

Step 3 - Formal Hearings – A formal hearing request is issued through FHWA to OFCCP when steps (1) and (2) are unsuccessful.

Step 4 – Non Responsive Declaration – A non-responsive declaration is issued concurrently with the formal hearing request. Notice is also sent to:

- ☐ MDT Office of the Director
- ☐ MDT Office of Legal Services
- ☐ MDT Contract Plans
- ☐ MDT District Administrator

Step 5 - MDT adheres to the guidance in EO-11246 until final resolutions, directives and guidance is provided the STA from USDOT, FHWA and OFCCP.

MDT imposed no sanctions for EEO abuses. There were no administration actions taken against a contractor for failure to comply with EEO laws, regulations, or contract requirements beyond the show cause level.

B. Indicate the State or Federal laws which are applicable.

- ☐ Executive Order 11246, Part II, Subpart D.
- ☐ 23 CFR 230.409
- ☐ MCA 49-2-508
- ☐ Contract Special Provision 102-6
- ☐ FHWA-1273, I (1)
- ☐ Engineering Specifications, Sec 105.01

C. Does the State withhold a contractor's progress payments for failure to comply with EEO requirements? If so, identify contractors involved in such actions during the past fiscal year. If not, identify other actions taken.

In accordance with MDT guidelines, the Engineering Project Manager (EPM) will decide all questions regarding the quality and acceptability of materials furnished, work performed, the rate of progress of the work, the interpretation of the contract, and the acceptable fulfillment of the contract, including EEO requirements. If violations are occurring, the EPM has the authority to withhold progress payments. The engineer can also suspend work with contract time continuing to be charged. However, no such actions were taken during the last year.

VI. Complaints.

A. Describe the State's procedures for handling discrimination complaints against contractors.

The contractor is responsible for receipt, investigation, conciliation and reporting of complaints. If the complaint cannot be resolved at the contractor level the complainant or the contractor is encouraged to request the MDT Civil Rights Bureau investigate the complaint. MDT will investigate and make recommendations to both parties within 30 days of receiving the complaint.

The complainant is advised of alternative venues for complaint filing and investigation, including:

- ☐ MDT Civil Rights Bureau (Federal-aid projects only)
- ☐ DOLI Human Rights Bureau
- ☐ Equal Employment Opportunity Commission

B. If complaints are referred to a State fair employment agency or similar agency, describe the referral procedure.

The complainant is provided complaint procedures by the contractor EEO Officer. The complaint and appeal process includes complete contact information for the investigating agencies.

The primary referral agency is the Montana Department of Labor and Industry (DOLI) Human Rights Bureau (HRB). Complete contact information for the agency appears in the posted complaint procedures. HRB does intake, investigation, determinations and recommendations in accordance with Montana Administrative Rules, Montana Codes Annotated and internal policies and procedures.

C. Identify the Federal-aid highway contractors that have had discrimination complaints filed against them during the past fiscal year and provide current status.

One highway contractor reported two civil rights complaints during the 2008 construction season. Investigations were done by the contractor and reviewed by MDT. After review of the information, MDT substantiated the no-cause findings.

A minority male reported a violation of a Tribal Employment Rights Office Ordinance. No enforcement action was taken, as the individual failed to follow required contractor notification procedures.

Complaints filed with MT HRB are not forwarded to the State Agency. The contact person for information regarding these complaints is Katherine Kountz, Chief, Montana Human Rights Bureau, PO Box 1728, Helena, MT, 59624-1728, (406) 444-2884.

VII. External training programs, including supportive services.

A. Describe the State's process for reviewing the work classifications of trainees to determine that there is a proper and reasonable distribution among appropriate craft.

MDT determines the distribution of work classifications of trainees utilizing many factors. These include contract complexity, contract amount, contractor workforce size and negotiations with Tribal Employment Rights Officers (TEROs) when the project is adjacent to a reservation.

The OJT assignments for the most part compose of one or two trainees per qualifying project. MDT allows the contractor to choose which classifications those trainees are best placed and where the trainee best meets the needs of the firm.

The contractor is required to submit a training plan for approval before beginning work which details the classification placement and the training hours. The submitted plan is reviewed and approved by the MDT EPM and the External EEO Program Coordinator to ensure appropriateness of the classification and the training hours.

Projects on or near an Indian reservation are subject to negotiations between the Tribe and MDT. The number and classification of the trainees is subject to these negotiations.

B. Describe the State's procedures for identifying the number of minorities and women who have completed training programs.

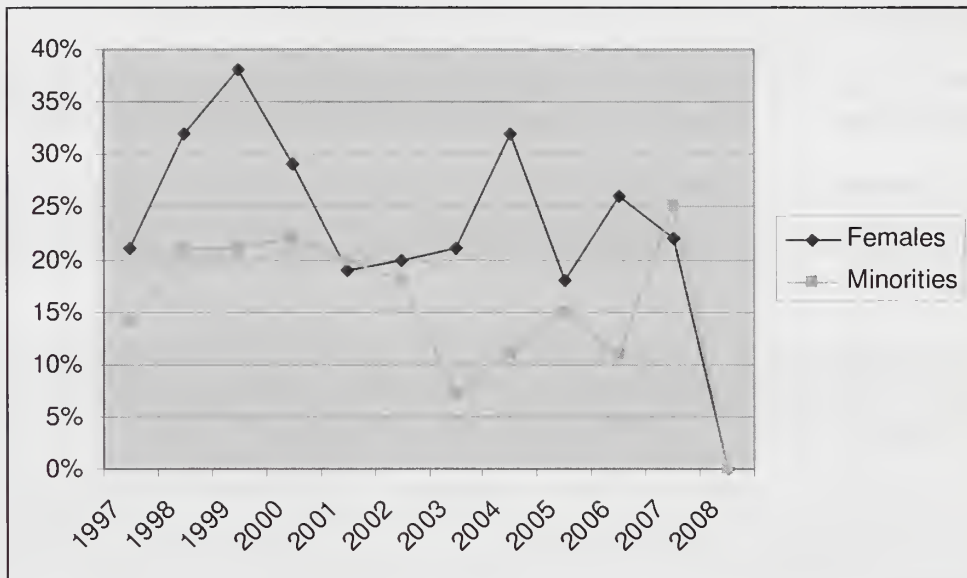
Contractors must provide MDT monthly status reports regarding the accumulated trainee hours of all trainees on the project. The reports are reviewed and monitored to determine the number of minorities and women who have completed training programs. The State recently conducted a review of the trainee program. A summary of that review is attached.

C. Describe the extent of participation by women in construction training programs.

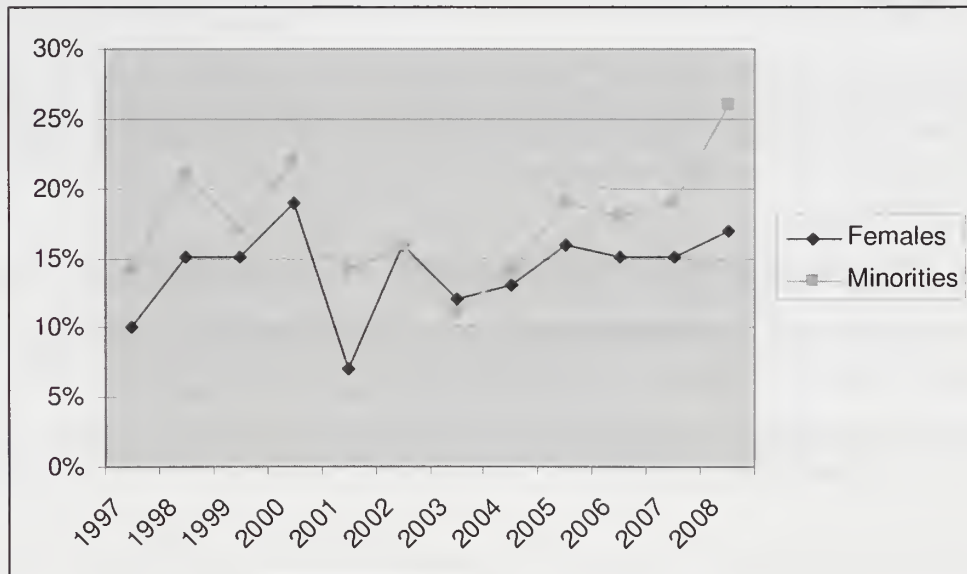
MDT had 22 trainees during 2008. Eleven of these were female. Five were trained as operators, four were trained as truck drivers, and two were trained as laborers.

The following represents, by percentage, the history of participation by women and minorities in the training program.

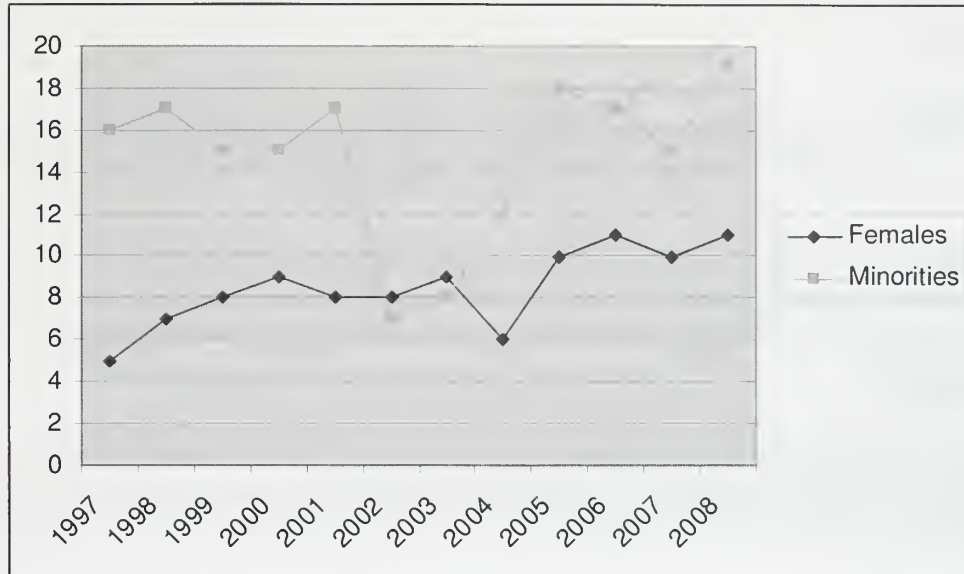
LABORER



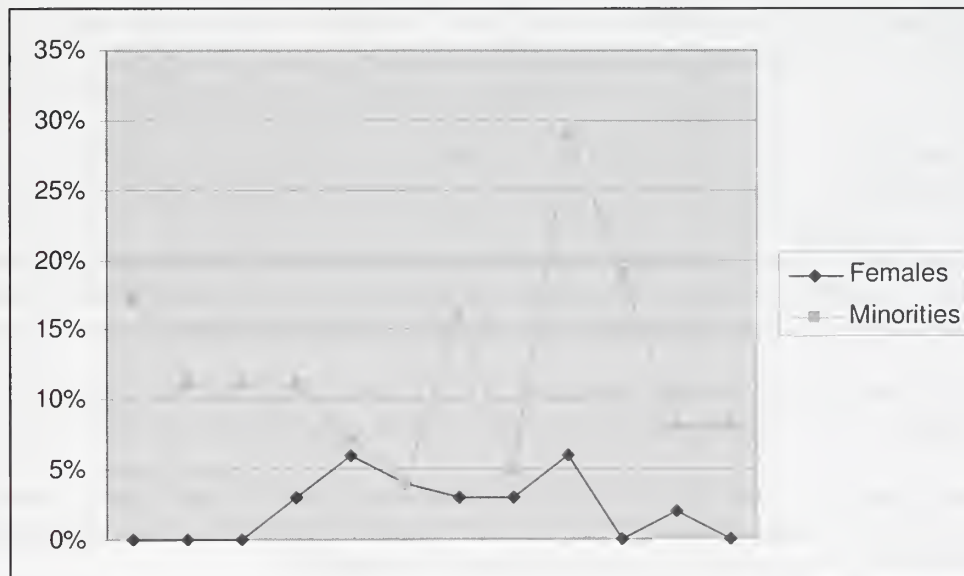
TRUCK DRIVER



OPERATORS



CARPENTER



MDT compiles information from contractor FHWA PR-1392 reports to determine the level of female and minority participation on federal-aid highway construction projects. The contractor's reporting in these classifications has been tracked for ten years. MDT "benchmark" data is an average of female and minority workers in those workforce classifications over that ten year period.

For 2007, the following represents all participation of females and minorities, including trainees:

Classification	Total Workforce	Females in Workforce	2007 % of Female in Workforce	Benchmark as %	% +/- Benchmark
Operator	427	48	11%	9%	+2%
Truck Driver	305	52	17%	14.1%	+2.9%
Carpenter	38	0	0%	2.7%	-2.7%
Laborer	586	116	20%	25.7%	-5.7%
TOTALS for all Classifications	1356	216	16%	17.1%	-1.1%

The contract goal of 6.9% for women set by the OFCCP is used here as a benchmark. Montana Federal-aid Highway Contractors attained a female representation in their workforce of 16%. That attainment is twice the goal established by the OFCCP.

Classification	Total Workforce	Minorities in Workforce	2007 % of Minorities in Workforce	Benchmark as %	% +/- Benchmark
Operator	427	80	19%	14%	+5%
Truck Driver	305	78	26%	17%	+9%
Carpenter	38	3	8%	12%	-4%
Laborer	586	102	17%	17%	0%
TOTALS for all Classifications	1356	263	19%	16.0%	+3%

Montana's minority participation is 400% greater than the OFCCP goal of 4.1% set in the contract special provisions. MDT acknowledges it has no authority to enforce OFCCP goals. They are used here only to provide a basis of comparison.

Overall, female and minority participation in Federal-aid construction projects is above average.

D. Describe the efforts made by the State to locate and use the services of qualified minority and female supportive service consultants. Indicate if the State's supportive service contractor is a minority or female-owned enterprise.

MDT does not hire consultants for supportive services activities. This is an in-house program.

VIII. Minority Business Enterprise Program

A. Describe the method used for listing of minority contractors capable of, or interested in, highway construction contracting or subcontracting. Describe the process used to circulate names of appropriate minority firms and associations to contractors obtaining contract proposals.

MDT maintains a DBE Directory on our Internet site. Contractors can search the site by name of the firm, NAICS code, or work type. When contractors are looking for subcontractors they notify MDT and MDT then circulates the request to the DBE Community.

B. Describe the State's procedure for insuring that all contractors take action to affirmatively solicit the interest, capability, and prices of potential minority subcontractors.

MDT conducts compliance reviews of selected contractors. During the review MDT would look at the contractors' procedures for selecting subcontractors. Based on review of this information MDT determines if contractors are making a good faith effort to utilize DBE firms.

C. Describe the State's procedure for insuring that contractors have designated liaison officers to administer the minority business enterprise program in an effective manner. Specify resource material, including contracts, which the state provides to liaison officers.

At this time, MDT does not require contractors to designate a liaison officer for the DBE program. However, contractors have been informed that this will be a requirement in the future. Implementation is planned for the 2009 construction season.

D. Describe the action the State has taken to meet its goals for prequalification or licensing of minority business. Include dollar goals established for the year, and describe what criteria or formula the State has adopted for setting such goals. If it is different from the previous year, describe in detail.

MDT calculated the goal using the criteria in 49 CFR Part 26.45. The determination is based on a level of DBE participation relative to all businesses ready, willing and able to participate on Federally-assisted contracts, and reflects a level MDT would expect in the absence of discrimination. MDT's methodology is based on demonstrable evidence of local market conditions and is designed to ultimately attain a goal that is narrowly tailored to the relative availability of DBE's in the Montana market. The current goal is 9.89%.

E. Outline the State's procedures for evaluating its prequalification/licensing requirements.

MDT does not require prequalification/licensing of its contractors.

F. Identify instances where the State has waived prequalification for subcontractors on Federal-aid construction work or for prime contractors on Federal-aid contracts with an estimated dollar value lower than \$100,000.

See above.

G. Describe the State's methods of monitoring the progress and results or its minority business enterprise efforts.

Currently MDT utilizes a software program that was developed internally. This system tracks all certified DBE's, which projects they are on and what payments they receive. In addition, during compliance reviews contractor's procedures for selecting subcontractors is reviewed to ensure that DBE's were either used or the contractor made a good faith effort to secure subcontracts with DBE firms.

XI. Liaison

Describe the liaison established by the State between public (State, county and municipal) agencies and private organizations involved in EEO programs. How is the liaison maintained on a continuing basis?

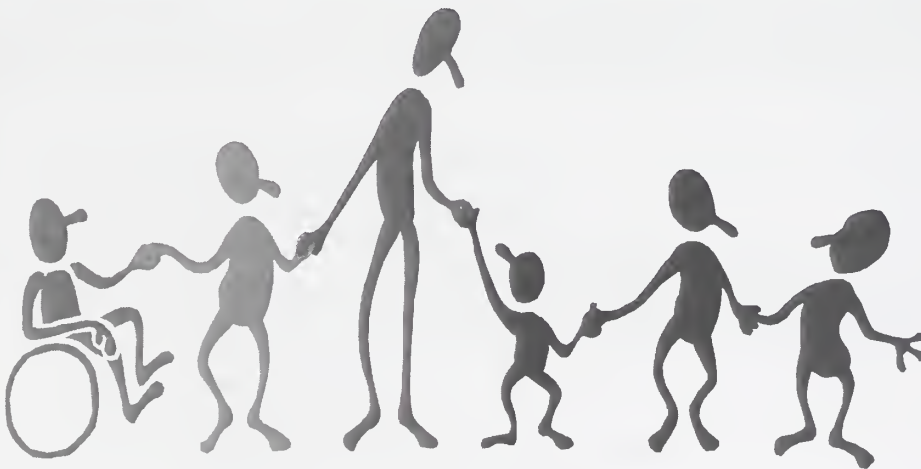
The Title VI Coordinator annually reviews several county and municipal agencies regarding Title VI issues. Title VI is tied into employment (and therefore, EEO) if "a primary objective of the Federal financial assistance is to provide employment" (42 U.S.C. 2000d-3) or discrimination in employment leads to discrimination in services and benefits.

During the period between 2002 and 2007, the Coordinator conducted 37 Title VI reviews (some entities were reviewed more than once). These reviews included three Metropolitan Planning Organizations, nineteen county governments, and eleven city governments. Findings from these reviews were reviewed and approved by the Civil Rights Bureau Chief prior to release to the entities for voluntary cooperative remedial efforts.

Title VI review criteria includes composition of boards (recently deleted by Federal Transit Administration as a review item) and effects of consultant and contractor selection processes. No overt discrimination issues related to services or benefits stemming from employment discrimination have been found in any of these reviews, although some selection processes have been recommended to be altered to eliminate even a hint of discrimination.

Civil Rights Bureau staff has also participated in contacting referral agencies for employment. Part of this review criterion has been to ensure that referral services are offered in a nondiscriminatory manner that does not violate appropriate federal laws. No discrimination issues related to employment referral sources has been found.

**MONTANA DEPARTMENT
OF TRANSPORTATION
INTERNAL EEO
COMPLIANCE**



PART II – Internal EEO

1. *EEO/Affirmative Action Officer*

MDT has appointed an EEO/Affirmative Action (AA) Officer. This individual has the responsibility and authority to implement the internal EEO program. These responsibilities include:

- ☐ Develop a written and approved AAP annually
- ☐ Distributing the AAP externally and internally
- ☐ Determining under-represented positions and assisting hiring individuals in meeting recruitment goals
- ☐ Handling and processing formal discrimination complaints
- ☐ Providing the Director with quarterly reports regarding AAP/EEO program compliance

Managers and supervisors are also required to implement the AAP. This is a key responsibility that is measured through the Performance Plan and Appraisal Process. Managers and supervisors are required to ensure all employees are provided equal opportunity with regard to any employment related benefit to include transfers, hiring, promotions, and training.

In addition, they are responsible for ensure a workplace free of discrimination of any nature. Managers and supervisors must immediately report any civil rights issue to the EEO/Affirmative Action Officer and cooperate fully throughout the investigative process.

2. *Develop and implement specific programs to eliminate discriminatory barriers, achieve goals and encourage promotions.*

MDT has developed and implemented many programs to ensure there are no discriminatory barriers for current employees to achieve employment goals. Currently MDT has 18 different career ladders for various positions. These include:

- ☐ Field Right-of-Way Agent Promotion
- ☐ Civil Engineer Advancement
- ☐ Budget Analyst Advancement Policy
- ☐ MCS Compliance Technician Advancement Policy
- ☐ MCSAP Motor Vehicle Safety Inspector/Safety Specialist Advancement
- ☐ Geotechnical Section Field Investigation Unit Advancement Policy
- ☐ Helena Materials Lab Advancement Policy
- ☐ Design Advancement
- ☐ Civil Engineering Technician Policy
- ☐ Engineering Contract Specialist Advancement
- ☐ Purchasing Agent Advancement Policy
- ☐ Computer Network Administrator and Computer Net work Analyst Advancement Policy
- ☐ Computer Programmer and Computer Systems Analyst Advancement Policy
- ☐ Computer Support Technician and Computer Support Specialist Advancement Policy
- ☐ Press Operator and Print Production Specialist Advancement Policy
- ☐ IAU (Internal Audit Unit) Auditor Advancement Policy
- ☐ IAU Senior Auditor Advancement Policy
- ☐ ISD (Information Services Division) Process Analyst and Project Manager Advancement Policy
- ☐ Maintenance Technician Career Ladder

These career ladders allow employees who increase their knowledge and skills at a certain classification level to move to the next classification level. Each process includes an explanation of the requirements to attain each level and some include a testing mechanism to ensure employees have met the requirements. As a general rule, these career ladders are self-directed or based on tenure, allowing any employee to pursue higher levels of attainment.

3. *Recruitment and Placement*

Recruitment processes continue to be dictated by many collective bargaining agreements, policies, procedures, and regulations that must be reviewed and complied with during recruitment efforts. The bargaining agreements include the Crafts Council, Montana Public Employees Association (MPEA), and American Federation of State, County and Municipal Employees (AFSCME). If a vacancy occurs within one of these three units, it must first be posted internally. Only after it is determined that there are no qualified internal applicants can the position be opened externally. In addition, one contract (MPEA) allows for a preference in hiring for laid off employees for up to two years.

Regulations also play a role in the recruitment and hiring of employees. These include the Montana Veterans' Preference Act and the Disability Preference Act. These acts provide preference in hiring for veterans and disabled individuals. Use of the Montana State Employee Protection Act (RIF) is optional.

To meet the goals for hiring minorities, MDT maintains a referral source listing to be utilized during the recruitment procedure. All postings are sent to the local organizations and these include entities representing minority groups, women, and lower income individuals. It allows MDT to target specific recruitment groups. This list can be viewed at <http://mdtinfo.mdt.state.mt.us/other/civilrights/external/interpreters-list.pdf>.

In addition, MDT attends many job fairs throughout the region that target Native American populations. Also, other job fairs attended included Salish Kootenai College Career Fair, Fort Peck Community College Career & Educational Awareness Fair, and Lame Deer Career Fair.

All placement procedures are reviewed by the Civil Rights Bureau to ensure there are no barriers for women or minorities during the selection process.

4. *Training*

MDT provides a variety of internal training opportunities for employees. All MDT employees are required to attend at least two hours of EEO training every two years.

In addition, managers, supervisors and engineering project managers are required to attend additional EEO training. This training specifically covers their responsibilities with regard to implementing the EEO/Affirmative Action Plan and the other EEO responsibilities specific to their position.

During 2008, MDT provided training on behavioral based interviewing to approximately 400 supervisors, managers, and employees. This training includes information on how to conduct the interview and ensure that all questions are job related and non-discriminatory.

MDT also offers a variety of mentoring and training programs focused on advancement for current employees. These include:

- ☐ Management Development
- ☐ Engineering Project Manager Mentoring Program
- ☐ Engineering Rotation
- ☐ Maintenance Mentoring Program

By participating in these programs, employees develop skills and knowledge to advance to management positions. Successful completion of the training provides the employee with the equivalent of one year of supervisory experience, giving them a better opportunity to compete for future vacant management positions.

5. *Progress on Action Items from Previous Update*

Action Items – 2008

- 1. Increase the number of minority applications.** In 2008, MDT received 128 applications from minorities. This compares to 107 in 2007. The numbers do not represent a large increase; however, as a percentage of all applications, minorities represented 8.4% in 2008 and only 4.8% in 2007.
- 2. Provide training on MDT's application and recruitment process.** Training was provided at various locations on completing the application and going through a MDT recruitment process as shown in each District report.

6. *Action Items Planned for Calendar Year 2009*

- 1. Continue to increase the number of applications from members of minority groups.**

Background – Although we increased the number of minority applicants during 2007, the number continues to be low. This has resulted in fewer minorities entering into MDT's workforce.

Action to be taken: Meet with spokespersons or advocacy groups for minority group populations and qualified females. MDT has identified 94 entities that may be able to assist in our efforts to recruit minorities.

Responsible Official: CRB Bureau staff and District Human Resource Specialists will identify advocacy groups and contact them for individual meetings.

Target Dates: Correspondence has been sent to the 94 entities. Thirty of those have responded and 12 have agreed to meet with MDT. Those entities that have responded and will meet with MDT include:

- MSU Northern Career Center, Havre
- Job Service Workforce Centers located in Billings, Anaconda, Cut Bank, Glendive, Helena and Ravalli
- Rocky Mountain Front Workforce Center, Shelby
- Montana PEAKS, Kalispell
- Project Challenge Work Again Centers, Helena, Great Falls
- Helena Industries

MDT is certain we will also get more response from other entities.

This goal will be completed by December 2009.

2. **Provide training on MDT's application and recruitment process to minority groups.** This training will be on completing the application, behavioral based interviewing, etc. Target audiences will be high schools and colleges.

Responsible Official: CRB Bureau staff and HR staff will prepare training and workshops to assist minorities and women in completing applications, interviewing process, etc.

Target Dates: Complete the training throughout the state by September 2009.

3. **Review MDT's recruitment and hiring process for the Technician category.** This review will be to determine if there is adverse impact on Native Americans during the recruitment process.

Responsible Official: CRB Bureau staff will conduct the review.

Target Dates: Complete the training throughout the state by December 2009.

Long-Term Goals (Five-Year)

1. **MDT will partner with New York Construction Career Days to provide this educational training to middle and high school students regarding obtaining a career in highway construction.**

Responsible Official: MDT's Workforce Planning staff will be responsible for the development and implementation of the workshop.

Target Dates: Provide Construction Career Days throughout the state by September 2012.

2. **MDT will develop and implement an educational program for Montana's Native Americans with regard to securing employment with MDT.** This program will provide information on positions available now and in the future. This will include training in recruitment processes, application preparation, etc. It will also provide individuals an opportunity to get a first hand view of the equipment used at MDT. MDT staff will travel to all seven reservations in the state and provide this educational program.

Responsible Official: MDT's Workforce Planning staff will be responsible for the development and implementation of the workshop.

Target Dates: Complete the training throughout the state by September 2012.

Agency Overview Workforce

Permanent

As of December 31, 2008, Montana Department of Transportation employed 2020 persons in its permanent workforce.

19% (396) were females
3.9% (81) were minorities

Seasonal

As of December 31, 2008, Montana Department of Transportation employed 98 persons in its seasonal workforce

15.3% (15) were females
4.1% (4) were minorities

Temporary

As of December 31, 2008, Montana Department of Transportation employed 126 persons in its temporary workforce.

6.2% (8) were females
9.5% (12) were minorities

Plan Methodology

Data Sources:

- ☐ 2000 Census data was used for the availability analysis for this plan.
- ☐ Training and promotion data was obtained from Montana Department of Transportation personnel records
- ☐ The database of employees and resultant employee count used in this plan was obtained from the Montana Department of Transportation's Oracle Personnel System that included permanent, temporary, exempt, and seasonal employees on the roster at the time.

Anticipated vacancies were determined by analyzing the current workforce, their tenure and age. In addition, Division heads were asked to submit their anticipated vacancies for the plan period.

State of Montana	Number	Percent
Total Population	902,195	100%
White	817,229	90.6%
Black	2,692	0.3%
Hispanic	18,081	2.0%
American Indian	56,068	6.2%
Asian/Pacific Islander	5,161	0.6%
Some other race*	5,315	0.6%
Two or more races	15,730	1.7%

Total Labor Force by Occupational Categories*

EEO-4 Job Category	White Female	Black Female	Hispanic Female	Asian Female	American Indian Female	Total Females	White Male	Black Male	Hispanic Male	Asian Male	American Indian Male	Total Males	Total Labor Force
Officials/ Administrators	18,285	35	250	55	690	19,315	34,340	40	350	70	980	35,780	55,095
Professionals	38,985	30	570	305	1,630	41,520	31,295	55	355	280	955	32,940	74,460
Technicians	5,595	15	65	25	190	5,890	3,610	20	55	0	220	3,909	9,799
Protective Service	1,200	8	20	4	185	1,417	4,985	60	94	0	835	5,978	7,395
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	68,135	100	1,265	260	3,580	73,340	28,110	110	425	160	945	29,750	103,090
Skilled Craft	2,330	20	105	10	120	2,585	44,765	45	725	75	2,110	47,720	50,305
Service/Maintenance	52,755	80	1,490	420	3,465	58,210	66,885	175	1,700	245	4,115	73,120	131,330
Total	187,285	288	3,765	1,079	9,860	202,277	213,930	505	3,704	838	10,160	229,197	431,474

* The above labor market data is derived from the 2000, U.S. Census

EEO-4 Job Category	Availability %				
	Minorities by Racial Category				
	Total Females	Total Minorities	Black	Hispanic	Asian
Officials/ Administrators	35.9%	5.1%	0.2%	1.0%	0.2%
Professionals	55.7%	6.6%	0.1%	1.3%	0.8%
Technicians	60.0%	7.2%	0.4%	1.3%	0.3%
Protective Service	19.2%	18.0%	0.9%	1.5%	0.1%
Paraprofessionals	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	71.0%	8.2%	0.2%	1.6%	0.4%
Skilled Craft	5.2%	7.7%	0.1%	1.6%	0.2%
Service/Maintenance	44.5%	10.6%	0.2%	2.4%	0.5%
					5.7%

* Per the U.S. Census, the eight categories will add to more than the total population and the percentages may add to more than 100% because individuals were allowed to report more than one race. "Some other race" - the respondent identified with a race

WORKFORCE AGENCYWIDE ANALYSIS

All Division/Districts

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	3	0	0	0	0	16	0	0	0	0	19
%	15.8%	0.0%	0.0%	0.0%	0.0%	84.2%	0.0%	0.0%	0.0%	0.0%	0.8%
Professionals	226	0	1	2	5	698	0	2	0	11	951
%	23.8%	0.0%	0.1%	0.2%	0.5%	73.4%	0.0%	0.2%	0.0%	1.2%	42.4%
Technicians	100	0	3	1	1	107	2	1	1	4	220
%	45.5%	0.0%	1.0%	0.5%	0.5%	48.6%	0.9%	0.5%	0.5%	1.8%	9.8%
Protective Service	15	0	0	0	1	85	0	1	1	0	103
%	14.6%	0.0%	0.0%	0.0%	1.0%	82.5%	0.0%	1.0%	1.0%	0.0%	4.6%
Administrative Support	28	0	1	0	2	0	0	0	0	0	36
%	77.8%	0.0%	2.8%	0.0%	5.6%	13.9%	0.0%	0.0%	0.0%	0.0%	1.6%
Skilled Craft	22	0	0	0	1	773	2	3	1	42	844
%	2.6%	0.0%	0.0%	0.0%	0.1%	91.6%	0.2%	0.9%	0.0%	5.0%	37.6%
Service/Maintenance	7	0	0	0	0	62	0	0	0	2	71
%	9.9%	0.0%	0.0%	0.0%	0.0%	87.3%	0.0%	0.0%	0.0%	2.8%	3.2%
Total	401	0	5	3	10	1746	9	7	9	59	2244

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Administration Division

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Professionals	25	0	0	0	0	12	0	1	0	1	39
%	64.1%	0.0%	0.0%	0.0%	0.0%	30.8%	0.0%	2.6%	0.0%	2.6%	67.2%
Technicians	0	0	0	1	0	1	0	0	0	1	12
%	75.0%	0.0%	0.0%	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	8.3%	20.7%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	3	0	0	0	0	0
%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	10.3%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	37	0	0	1	0	17	0	1	0	2	58

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Aeronautics Division

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
Professionals	2	0	0	0	0	0	0	0	0	0	0
%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%
Technicians	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Billings District

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	15	0	0	0	0	53	0	0	1	0	69
%	21.7%	0.0%	0.0%	0.0%	0.0%	76.8%	0.0%	0.0%	1.4%	0.0%	27.6%
Technicians	8	0	2	0	0	23	0	1	0	2	36
%	22.2%	0.0%	5.6%	0.0%	0.0%	63.9%	0.0%	2.8%	0.0%	5.6%	14.4%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	1	0	0	0	0	7
%	85.7%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	2.8%
Skilled Craft	1	0	0	0	0	119	0	0	0	10	130
%	0.8%	0.0%	0.0%	0.0%	0.0%	91.5%	0.0%	0.0%	0.0%	7.7%	52.0%
Service/Maintenance	0	0	0	0	0	7	0	0	0	0	7
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2.8%
Total	30	0	2	0	0	204	0	1	1	12	250

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Butte District

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Professionals	9	0	0	0	0	74	0	1	0	0	84
%	10.7%	0.0%	0.0%	0.0%	0.0%	88.1%	0.0%	1.2%	0.0%	0.0%	22.5%
Technicians	12	0	1	0	0	9	0	0	1	0	23
%	52.2%	0.0%	4.3%	0.0%	0.0%	39.1%	0.0%	0.0%	4.3%	0.0%	6.1%
Protective Service	3	0	0	0	0	27	0	0	0	0	30
%	10.0%	0.0%	0.0%	0.0%	0.0%	90.0%	0.0%	0.0%	0.0%	0.0%	8.0%
Administrative Support	6	0	1	0	1	0	0	0	0	0	8
%	75.0%	0.0%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Skilled Craft	7	0	0	0	0	202	0	1	0	2	212
%	3.3%	0.0%	0.0%	0.0%	0.0%	95.3%	0.0%	0.5%	0.0%	0.9%	56.7%
Service/Maintenance	1	0	0	0	0	13	0	0	0	2	16
%	6.3%	0.0%	0.0%	0.0%	0.0%	81.3%	0.0%	0.0%	0.0%	12.5%	4.3%
Total	38	0	2	0	1	326	0	2	1	4	374

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Director's Office

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	3	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	6.6%
Professionals	27	0	0	0	3	22	0	0	0	1	53
%	50.9%	0.0%	0.0%	0.0%	5.7%	41.5%	0.0%	0.0%	0.0%	1.9%	86.9%
Technicians	3	0	0	0	0	0	0	0	0	0	3
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.9%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	32	0	0	0	3	25	0	0	0	1	61

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION											
Engineering Division											
Employment Data - 01/01/08 to 12/31/08											
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	0	0	0	0	0	4
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Professionals	54	0	0	1	1	264	0	0	2	0	322
%	16.8%	0.0%	0.0%	0.3%	0.3%	82.0%	0.0%	0.0%	0.6%	0.0%	83.2%
Technicians	17	0	0	0	1	22	1	0	0	0	41
%	41.5%	0.0%	0.0%	0.0%	2.4%	53.7%	2.4%	0.0%	0.0%	0.0%	10.6%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Skilled Craft	2	0	0	0	0	15	0	1	0	0	18
%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	4.7%
Service/Maintenance	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Total	74	0	0	1	2	306	1	1	2	0	387

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Glendive District

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Professionals	5	0	0	1	0	53	0	0	1	0	66
%	7.6%	0.0%	0.0%	1.5%	0.0%	80.3%	0.0%	0.0%	1.5%	9.1%	25.8%
Technicians	7	0	0	0	0	12	0	0	0	1	20
%	35.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	5.9%	7.8%
Protective Service	8	0	0	0	1	24	0	1	1	0	35
%	22.9%	0.0%	0.0%	0.0%	2.9%	68.0%	0.0%	2.9%	2.9%	0.0%	13.7%
Administrative Support	5	0	0	0	0	0	0	0	0	0	5
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%
Skilled Craft	0	0	0	0	0	111	0	0	0	7	118
%	0.0%	0.0%	0.0%	0.0%	0.0%	94.1%	0.0%	0.0%	0.0%	5.9%	46.1%
Service/Maintenance	1	0	0	0	0	10	0	0	0	0	11
%	9.1%	0.0%	0.0%	0.0%	0.0%	90.9%	0.0%	0.0%	0.0%	0.0%	4.3%
Total	26	0	0	1	1	211	0	1	2	14	256

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION											
Great Falls District											
Employment Data - 01/01/08 to 12/31/08											
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am.Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Professionals	13	0	0	0	0	56	0	0	0	1	70
%	18.6%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	1.4%	28.7%
Technicians	7	0	0	0	0	15	0	0	0	0	22
%	31.8%	0.0%	0.0%	0.0%	0.0%	68.2%	0.0%	0.0%	0.0%	0.0%	9.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	3	0	0	0	0	1	0	0	0	0	4
%	75.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Skilled Craft	3	0	0	0	1	112	1	1	1	17	136
%	2.2%	0.0%	0.0%	0.0%	0.7%	82.4%	0.7%	0.7%	0.7%	12.5%	55.7%
Service/Maintenance	2	0	0	0	0	9	0	0	0	0	11
%	18.2%	0.0%	0.0%	0.0%	0.0%	81.8%	0.0%	0.0%	0.0%	0.0%	4.5%
Total	28	0	0	0	1	194	1	1	1	18	244

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Information Services Division

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Professionals	18	0	1	0	0	34	0	0	0	1	54
%	33.3%	0.0%	1.9%	0.0%	0.0%	63.0%	0.0%	0.0%	0.0%	1.9%	90.0%
Technicians	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	2	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%
Skilled Craft	0	0	0	0	0	3	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	20	0	1	0	0	38	0	0	0	1	60

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Maintenance Division

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	6	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Professionals	6	0	0	0	0	13	0	0	0	0	19
%	31.6%	0.0%	0.0%	0.0%	0.0%	68.4%	0.0%	0.0%	0.0%	0.0%	32.8%
Technicians	3	0	0	0	0	0	0	0	0	0	3
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Protective Service	6	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	6	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	6	0	0	0	0	17	0	0	0	1	18
%	0.0%	0.0%	0.0%	0.0%	0.0%	94.4%	0.0%	0.0%	0.0%	5.6%	31.0%
Service/Maintenance	2	0	0	0	0	15	0	0	0	0	17
%	11.8%	0.0%	0.0%	0.0%	0.0%	88.2%	0.0%	0.0%	0.0%	0.0%	29.3%
Total	11	0	0	0	0	46	0	0	0	1	58

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Missoula District

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Professionals	27	0	0	0	0	71	0	0	1	1	100
%	27.0%	0.0%	0.0%	0.0%	0.0%	71.0%	0.0%	0.0%	1.0%	1.0%	27.0%
Technicians	13	0	0	0	0	16	1	0	0	0	30
%	43.3%	0.0%	0.0%	0.0%	0.0%	53.3%	3.3%	0.0%	0.0%	0.0%	8.1%
Protective Service	4	0	0	0	0	19	0	0	0	0	23
%	17.4%	0.0%	0.0%	0.0%	0.0%	82.6%	0.0%	0.0%	0.0%	0.0%	6.2%
Administrative Support	1	0	0	0	1	0	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Skilled Craft	0	0	0	0	0	191	1	0	0	5	206
%	4.4%	0.0%	0.0%	0.0%	0.0%	92.7%	0.5%	0.0%	0.0%	2.4%	55.7%
Service/Maintenance	1	0	0	0	0	7	0	0	0	0	6
%	12.5%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	0.0%	0.0%	0.0%	2.2%
Total	55	0	0	0	1	305	2	0	1	6	370

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION											
Motor Carrier Services Division											
Employment Data - 01/01/08 to 12/31/08											
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2.3%
Professionals	4	0	0	0	0	8	0	0	0	0	12
%	33.3%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	27.9%
Technicians	13	0	0	0	0	2	0	0	0	0	15
%	86.7%	0.0%	0.0%	0.0%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	34.9%
Protective Service	0	0	0	0	0	15	0	0	0	0	15
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	34.9%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	17	0	0	0	0	26	0	0	0	0	43

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Transportation Planning Division

Employment Data - 01/01/08 to 12/31/08

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%
Professionals	21	0	0	0	1	34	0	0	1	0	57
%	36.8%	0.0%	0.0%	0.0%	1.8%	59.6%	0.0%	0.0%	1.8%	0.0%	77.0%
Technicians	6	0	0	0	0	7	0	0	0	0	13
%	46.2%	0.0%	0.0%	0.0%	0.0%	53.8%	0.0%	0.0%	0.0%	0.0%	17.6%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	3	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	4.1%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	28	0	0	0	1	44	0	0	1	0	74

WORKFORCE ANALYSIS																
Date: DECEMBER 2008				Organizational Unit: ADMINISTRATION DIVISION										Line of Progression:		
Department: TRANSPORTATION																
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES						Total M/F Min			
				Total	M	F	MALES			FEMALES						
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem
ADMIN ASST	436113	OFFICE/CLERICAL	27K	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCT TECH	433313	TECHNICIANS	27K-28K	3	0	3	0	0	1	0	1	0	0	0	0	0
PAYROLL TECH	433513	OFFICE/CLERICAL	27K-28K	3	1	2	0	0	0	0	0	0	0	0	0	0
COLLECTIONS TEC	433113	OFFICE/CLERICAL	28K-29K	2	0	2	0	0	0	0	0	0	0	0	0	0
MAIL CLERK	439513	OFFICE/CLERICAL	28K	2	2	0	0	0	0	0	0	0	0	0	0	0
ACCT TECH	433314	TECHNICIANS	32K	2	0	2	0	0	0	0	0	0	1	0	0	1
ADMIN ASST	436114	TECHNICIANS	34K	1	0	1	0	0	0	0	0	0	0	0	0	0
PURCHASING TECH	433614	TECHNICIANS	35K	1	1	0	0	0	0	0	0	0	0	0	0	0
	131735	PROFESSIONAL	38K	1	0	1	0	0	0	0	0	0	0	0	0	0
COMPLIANCE SPEC	131415	PROFESSIONAL	39K	1	0	1	0	0	0	0	0	0	0	0	0	0
ADMIN SUPP SUPV	431214	OFFICE/CLERICAL	40K	1	0	1	0	0	0	0	0	0	0	0	0	0
BUSINESS DEV SPB	131935	PROFESSIONAL	40K	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132115	PROFESSIONAL	40K	2	0	2	0	0	1	0	1	0	0	0	0	1
PURCH AGENT	131215	PROFESSIONAL	41K	1	0	1	0	0	0	0	0	0	0	0	0	0
MANAGEMENT ANA	131816	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0
TAX POLICY ANALY	132536	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0
HUMAN RES SPEC	131776	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132116	PROFESSIONAL	48K	6	1	5	0	0	0	0	0	0	0	0	0	0
FINANCIAL SPEC	132916	PROFESSIONAL	48K	4	2	2	0	0	0	0	0	0	0	0	0	0
PURCHASING AGEN	131216	PROFESSIONAL	49K	1	0	1	0	0	0	0	0	0	0	0	0	0
BUDGET ANALYST	132316	PROFESSIONAL	53K	4	2	2	0	0	0	0	0	0	0	0	0	0
FIN OPS SUPV	132996	PROFESSIONAL	56K	2	0	2	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132117	PROFESSIONAL	58K	2	1	1	0	0	0	1	1	0	0	0	0	1
BUDGET ANALYST	132317	PROFESSIONAL	63K	1	1	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	73K-81K	6	4	2	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111918	PROFESSIONAL	81K	1	1	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111217	PROFESSIONAL	85K	1	0	1	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFF/ADMINISTRATOR	100K	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				58	17	37	0	0	2	1	3	0	1	0	0	4

WORKFORCE ANALYSIS

Date: DECEMBER 2008

Department: TRANSPORTATION

Organizational Unit: AERONAUTICS DIVISION

Line of Progression:

				All Employees			MINORITY EMPLOYEES										Total	
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary				MALES					FEMALES					Total M/F Min	
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
ADMIN ASST	436113	OFFICE/CLERICAL	27K	1	0	1	0	0	0	0	0	0	0	0	0	0		
AIRCRAFT MECH	493114	SKILLED CRAFT	35K	1	1	0	0	0	0	0	0	0	0	0	0	0		
ACCOUNTANT	132116	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0		
COMPLIANCE SPEC	131416	PROFESSIONAL	51K	2	2	0	0	0	0	0	0	0	0	0	0	0		
PROGRAM MGR	111916	PROFESSIONAL	66K	1	0	1	0	0	0	0	0	0	0	0	0	0		
PROGRAM MGR	111917	PROFESSIONAL	67K-74K	2	2	0	0	0	0	0	0	0	0	0	0	0		
OPS MGR	111218	OFFICIAL/ADMIN	93K	1	0	1	0	0	0	0	0	0	0	0	0	0		
Total				9	5	4	0	0	0	0	0	0	0	0	0	0		

WORKFORCE ANALYSIS

Date: DECEMBER 2008
 Department: TRANSPORTATION
 Organizational Unit: BILLINGS DISTRICT
 Line of Progression:

All Employees				MINORITY EMPLOYEES											Total M/F Min				
				MALES					FEMALES										
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN		H	Total Fem		
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	439612	ADMIN CLERK	OFFICE/CLERICAL	21K-23K	5	1	4	0	0	0	0	0	0	0	0	0
	CE TECH	TECHNICIANS	25K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE TECH	TECHNICIANS	27K	4	4	0	0	0	0	0	1	1	2	0	0	0	1	3	
	ADMIN ASST	TECHNICIANS	27K-28K	4	0	4	0	0	0	0	0	0	0	0	0	0	1	1	
	CE TECH	TECHNICIANS	30K	7	4	3	0	0	0	0	1	0	1	0	0	0	0	1	
	ADMIN ASST	TECHNICIANS	32K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	PURCH TECH	OFFICE/CLERICAL	32K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	CE TECH	TECHNICIANS	35K-36K	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT TECH 1	SKILLED CRAFT	36K	25	25	0	0	0	0	0	1	0	1	0	0	0	0	1	
	MAINT TECH 4	SKILLED CRAFT	36K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE TECH	OFFICE/CLERICAL	36K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	STOCKPERSON	SERVICE/MAINT	37K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT TECH 2	SKILLED CRAFT	37K	10	10	0	0	0	0	0	2	0	2	0	0	0	0	2	
	CE TECH	TECHNICIANS	37K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	SERV COMB B	SERVICE/MAINT	38K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT TECH 3	SKILLED CRAFT	38K	15	14	1	0	0	0	0	2	0	2	0	0	0	0	2	
	ADMIN SUPP SUPV	OFFICE/CLERICAL	38K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	SURVEYOR	TECHNICIANS	39K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT TECH 4	SKILLED CRAFT	39K	32	32	0	0	0	0	0	3	0	3	0	0	0	0	3	
	NOX WEED SPRAY	SERVICE/MAINT	39K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MECHANIC/MACH	SKILLED CRAFT	40K	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0	
	STRIPING FOREMAN	SKILLED CRAFT	40K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT CARPENTER	SKILLED CRAFT	40K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	MAINT CREW LEAD	SERVICE/MAINT	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	WORK SHOP FOREMAN	SKILLED CRAFT	41K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE SPEC	PROFESSIONAL	42K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE TECH	PROFESSIONAL	42K	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	
	CONST TRDS SUPERVISOR	SKILLED CRAFT	45K	9	9	0	0	0	0	0	1	0	1	0	0	0	0	1	
	COMP/CLASS SPEC	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	MATLS LAB SPEC	PROFESSIONAL	46K	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	SURVEYOR	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE SPEC	PROFESSIONAL	46K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	ENG CONTRACT SUPERVISOR	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	DESIGNER	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	CE TECH	PROFESSIONAL	46K	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CONST TRDS SUPERVISOR	SKILLED CRAFT	48K-50K	10	10	0	0	0	0	0	1	0	1	0	0	0	0	1	
	COMPUTER SUPPORT	PROFESSIONAL	52K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	ROW SPEC	PROFESSIONAL	52K	5	1	4	0	0	0	0	0	0	0	0	0	0	0	0	
	ACCOUNTANT	PROFESSIONAL	53K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
	COMMUN/TCG	SKILLED CRAFT	55K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	CE SPEC	PROFESSIONAL	56K	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	
	DESIGNER	PROFESSIONAL	56K	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	

WORKFORCE ANALYSIS																	
Date: DECEMBER 2008				Organizational Unit: BILLINGS DISTRICT-cont'd													
Department: TRANSPORTATION				Line of Progression:													
				MINORITY EMPLOYEES													
				All Employees			MALES				FEMALES				Total		
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	M/F Min
UTILITY ENG SPEC	173296	PROFESSIONAL	56K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171256	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CE PE	172536	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG CONTRACT SR	172916	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111916	PROFESSIONAL	61K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	61K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
ENG SUPV MGR	172016	PROFESSIONAL	62K	11	11	0	0	1	0	0	1	0	0	0	0	0	1
PROGRAM MGR	111917	PROFESSIONAL	62K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENV ENG SPEC	172556	PROFESSIONAL	63K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG MGR	119417	PROFESSIONAL	75K-84K	6	6	0	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	102K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				250	204	30	0	1	12	1	14	0	0	0	2	2	16

WORKFORCE ANALYSIS

Date: DECEMBER 2008

Department: **TRANSPORTATION**

Organizational Unit: **BUTTE DISTRICT**

Line of Progression:

All Employees					MINORITY EMPLOYEES												Total M/F Min				
					MALES						FEMALES										
					Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H		Total Fem			
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary																		
ADMIN CLERK	439612	OFFICE/CLERICAL	21K-23K	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CE TECH	173212	TECHNICIANS	22K	0	0	0	0	1	0	0	0	1	0	0	1	1	2	3			
CE TECH	173213	TECHNICIANS	27K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADMIN ASST	436113	TECHNICIANS	27K-29K	5	0	5	0	0	0	0	0	0	0	0	0	1	1	1			
CE TECH	173213	TECHNICIANS	30K	6	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ADMIN ASST	436113	TECHNICIANS	33K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MCS INSPECTOR	536554	PROTECTIVE SERVICE	33K	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
LABORER	998905	SERVICE/MAINT	34K	2	2	0	0	0	0	1	0	1	0	0	0	0	0	1			
CE TECH	173214	TECHNICIANS	35K	8	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERV COMB A	999101	SERVICE/MAINT	36K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT TECH 1	999307	SKILLED CRAFT	36K	75	73	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
STOCKPERSON	992205	SERVICE/MAINT	37K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT TECH 2	999308	SKILLED CRAFT	37K	23	20	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MCS INSPECTOR	536554	PROTECTIVE SERVICE	37K	8	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SERV COMB B	999102	SERVICE/MAINT	38K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT TECH 3	999309	SKILLED CRAFT	38K	15	15	0	0	0	0	1	0	1	0	0	0	0	0	1			
ADMIN SUPP SUPV	431214	OFFICE/CLERICAL	38K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
STRIPING MACH O	998404	SKILLED CRAFT	39K	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT TECH 4	999310	SKILLED CRAFT	39K	49	47	2	0	0	0	1	0	1	0	0	0	0	0	1			
MCS INSPECTOR	536554	PROTECTIVE SERVICE	39K	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
VEG NOX WEED SF	998510	SERVICE/MAINT	39K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CE TECH	173215	PROTECTIVE SERVICE	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MECH/MACHINIST	116311	SKILLED CRAFT	40K	11	11	0	0	0	0	0	1	1	0	0	0	0	0	1			
STRIPING FOREMAN	998405	SKILLED CRAFT	40K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT CARPENTER	998612	SKILLED CRAFT	40K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT CREW LDR	998911	SERVICE/MAINT	40K	4	3	1	0	0	0	1	0	1	0	0	0	0	0	1			
MCS INSPECTOR	536554	PROTECTIVE SERVICE	41K	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
WORKING SHOP FC	996307	SKILLED CRAFT	41K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CE SPEC	172515	OFFICIAL/ADMIN	42K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CE TECH	173215	PROFESSIONAL	42K	21	18	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ROW SPEC	131975	PROFESSIONAL	43K	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CONST TRDS SUPV	471115	SKILLED CRAFT	45K	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
COMP/CLASS SPEC	131715	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MATLS LAB SPEC	172715	PROFESSIONAL	46K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SURVEYOR	171215	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ENG CONTRACT SP	172915	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CE TECH	173215	PROFESSIONAL	46K	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CONST TRDS SUPV	471115	SKILLED CRAFT	48K	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
MAINT CREW LDR	998911	SERVICE/MAINT	50K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
OCC HLTH SAFE SF	299116	PROFESSIONAL	51K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
COMP SUPP SPEC	151416	PROFESSIONAL	52K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
ROW SPEC	131976	PROFESSIONAL	52K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

WORKFORCE ANALYSIS																	
Date: DECEMBER 2008			Organizational Unit: BUTTE DISTRICT-cont'd					Line of Progression:									
Department: TRANSPORTATION																	
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES						Total				
				Total	M	F	MALES			FEMALES			Total	M/F	Min		
							B	AS/PI	AI/AN	H	Total Males	B				AS/PI	AI/AN
COMMN TCG	492235	SKILLED CRAFT	55K	1	1	0	0	0	0	0	0	0	0	0	0	0	
CE SPEC	172516	PROFESSIONAL	56K	10	10	0	0	0	0	0	0	0	0	0	0	0	
DESIGNER	173136	PROFESSIONAL	56K	6	6	0	0	0	0	0	0	0	0	0	0	0	
UTILITY ENG SPEC	173296	PROFESSIONAL	56K	2	1	1	0	0	0	0	0	0	0	0	0	0	
SURVEYOR	171256	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	
CE PE	172536	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	
ENG CNTRCT SPEC	172916	PROFESSIONAL	59K	1	0	1	0	0	0	0	0	0	0	0	0	0	
DESIGNER	173136	PROFESSIONAL	61K	2	2	0	0	0	0	0	0	0	0	0	0	0	
ENG SUPV/MGR	172016	PROFESSIONAL	62K	12	12	0	0	0	0	1	1	0	0	0	0	1	
PROG MGR	111917	PROFESSIONAL	62K	1	1	0	0	0	0	0	0	0	0	0	0	0	
ENV ENG SPEC	172556	PROFESSIONAL	63K	1	1	0	0	0	0	0	0	0	0	0	0	0	
ENG MGR	119417	PROFESSIONAL	75K-83K	6	6	0	0	0	0	0	0	0	0	0	0	0	
OPS MGR	111218	OFFICIAL/ADMIN	102K	1	1	0	0	0	0	0	0	0	0	0	0	0	
Total				373	325	38	0	1	4	2	7	0	0	1	2	3	10

WORKFORCE ANALYSIS

Date: DECEMBER 2008			Organizational Unit: DIRECTORS OFFICE			Line of Progression:											
Department: TRANSPORTATION																	
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES						Total				
				Total	M	F	MALES			FEMALES							
							B	AS/PI	AI/AN	H	Total Males	B		AS/PI	AI/AN	H	Total Fem
ADMIN ASST	436113	TECHNICIANS	27K	2	0	2	0	0	0	0	0	0	0	0	0	0	0
COMPL TECH	436154	TECHNICIANS	32K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
HR ASST	434814	PROFESSIONAL	43K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
LEGAL SECTY	436214	OFFICE/CLERICAL	34K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC	131915	PROFESSIONAL	37K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PUBLIC REL SPEC	273315	PROFESSIONAL	37K	2	1	1	0	0	0	0	0	0	0	1	0	1	1
EEO SPEC	131475	PROFESSIONAL	39K	1	1	0	0	0	1	0	1	0	1	0	1	2	2
PARALEGAL	232115	PROFESSIONAL	39K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
COMP/CLASS SPEC	131715	PROFESSIONAL	40K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
HR SPEC	131775	PROFESSIONAL	40K	2	0	2	0	0	0	0	0	0	0	0	0	0	0
AUDITOR	132135	PROFESSIONAL	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PUBLIC REL SPEC	273315	PROFESSIONAL	43K	0	0	0	0	0	0	0	0	0	0	1	0	1	1
AUDITOR	132136	PROFESSIONAL	43K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
OCC HEALTH SPEC	299116	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TRANG/DEV SPEC	131756	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
HR SPEC	131776	PROFESSIONAL	48K	4	0	4	0	0	0	0	0	0	0	0	0	0	0
BUS DEV SPEC	131936	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
AUDITOR	132136	PROFESSIONAL	48K	4	3	1	0	0	0	0	0	0	0	0	0	0	0
HR SPEC	131776	PROFESSIONAL	50K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PUBLIC REL SPEC	273316	PROFESSIONAL	51K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
AUDITOR	132136	PROFESSIONAL	54K	3	2	1	0	0	0	0	0	0	0	0	0	0	0
OCC HEALTH SPEC	299116	PROFESSIONAL	54K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
AUDITOR	132136	PROFESSIONAL	59K-64K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PUBLIC REL SPEC	273317	PROFESSIONAL	64K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	68K	6	4	2	0	0	0	0	0	0	0	0	0	0	0
HR MGR	113417	PROFESSIONAL	76K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111217	PROFESSIONAL	80K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
LAWYER	231118	PROFESSIONAL	83K	8	6	2	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111217	PROFESSIONAL	85K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFF/ADMIN	94K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
LAWYER	231118	PROFESSIONAL	94K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
DIRECTOR	71	OFFICIAL/ADMIN	96K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	100K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111219	OFFICIAL/ADMIN	115K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				61	25	32	0	0	0	1	0	1	0	3	0	3	4

WORKFORCE ANALYSIS												
Date: DECEMBER 2008				Organizational Unit: ENGINEERING DIVISION								
Department: TRANSPORTATION				Line of Progression:								
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES					
				Total	M	F	MALES			FEMALES		Total M/F Min
							B	AS/PI	AI/AN	H	Total Fem	
MATLS INSPEC	519612	TECHNICIANS	22K	1	1	0	0	0	0	0	0	0
MATLS INSPEC AID	519614	SKILLED CRAFT	22K	1	0	0	0	0	0	0	0	1
DRAFTER	173112	TECHNICIANS	24K	6	5	1	0	0	0	0	0	0
MATLS INSPEC AID	519613	SERVICE/MAINT	26K	1	1	0	0	0	0	0	0	0
ADMIN ASST	436113	TECHNICIANS	27K-28K	8	2	5	1	0	0	0	0	1
DESIGN TECH	173133	TECHNICIANS	30K	1	1	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	30K	2	1	0	0	0	1	0	0	1
MATLS INSPEC TEC	519614	SKILLED CRAFT	31K	1	0	1	0	0	0	0	0	0
DESIGN TECH	173134	TECHNICIANS	32K	3	2	1	0	0	0	0	0	0
COMPL TECH	436154	TECHNICIANS	32K	1	1	0	0	0	0	0	0	0
ADMIN ASST	436114	TECHNICIANS	32K	6	0	6	0	0	0	0	0	0
AUDIT TECH	433334	PROFESSIONAL	33K	1	0	1	0	0	0	0	0	0
COMPL TECH	436154	TECHNICIANS	33K	2	1	1	0	0	0	0	0	0
MATLS INSPEC TEC	519614	SKILLED CRAFT	33K-34K	6	5	1	0	0	0	0	0	0
DRILL OPER	475214	SKILLED CRAFT	35K	3	3	0	0	0	0	0	0	0
DESIGN TECH	173134	TECHNICIANS	35K	3	3	0	0	0	0	0	0	0
ROW TECH	131974	TECHNICIANS	36K	2	2	0	0	0	0	0	0	0
DESIGN TECH	173134	TECHNICIANS	36K	1	1	0	0	0	0	0	0	0
ADMIN SUPP SUPV	431214	OFFICE/CLERICAL	36K	1	0	1	0	0	0	0	0	0
COMPL TECH	436154	TECHNICIANS	36K	1	1	0	0	0	0	0	0	0
MATLS INSPEC TEC	519614	SKILLED CRAFT	37K-38K	2	2	0	0	0	0	0	0	0
DATA CNTRL TECH	151914	TECHNICIANS	38K	2	0	2	0	0	0	0	0	0
SURVEYOR	171254	TECHNICIANS	39K	2	1	1	0	0	0	0	0	0
COMP SPEC	131415	PROFESSIONAL	39K	1	0	1	0	0	0	0	0	0
FINANCIAL SPEC	132915	PROFESSIONAL	40K	2	0	2	0	0	0	0	0	0
PHOTOGRAPHER	274215	PROFESSIONAL	41K	1	1	0	0	0	0	0	0	0
MATLS INSPEC TEC	519614	SKILLED CRAFT	41K	1	1	0	0	0	0	0	0	0
CE SPEC	172515	PROFESSIONAL	42K	3	2	0	0	1	0	0	0	1
DESIGNER	173135	PROFESSIONAL	42K	8	6	2	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	42K	1	1	0	0	0	0	0	0	0
DRILL OPERATOR	475215	SKILLED CRAFT	43K	3	3	0	0	0	0	0	0	0
COMP SUPP SPEC	151415	PROFESSIONAL	43K	2	1	1	0	0	0	0	0	0
ROW SPEC	131975	PROFESSIONAL	43K	1	0	1	0	0	0	0	0	0
TRNG DEV SPEC	131756	PROFESSIONAL	45K	1	1	0	0	0	0	0	0	0
MATLS LAB SPEC	172715	PROFESSIONAL	46K	13	12	1	0	0	0	0	0	0
PHOTOGRMTST	171235	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0
SURVEYOR	171255	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0
CE SPEC	172515	PROFESSIONAL	46K	3	2	1	0	0	0	0	0	0
ENG CONTRACT SR	172915	PROFESSIONAL	46K	2	1	1	0	0	0	0	0	0
DESIGNER	173135	PROFESSIONAL	46K	3	2	1	0	0	0	0	0	0
CE TECH	173215	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0
TRNG DEV SPEC	131756	PROFESSIONAL	47K	1	0	1	0	0	0	0	0	0
HR SPEC	131776	PROFESSIONAL	48K	2	1	1	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: DECEMBER 2008		Organizational Unit: <u>ENGINEERING DIVISION-cont'd</u>										Line of Progression: _____									
Department: <u>TRANSPORTATION</u>																					
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees				MINORITY EMPLOYEES								Total					
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	FEMALES			Total M/F Min						
												AS/PI	AI/AN	H							
ACCOUNTANT	132116	PROFESSIONAL	48K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CHEMIST	192315	PROFESSIONAL	48K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN SPEC	131916	PROFESSIONAL	49K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRNG DEV SPEC	131756	PROFESSIONAL	49K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENV SCIENCE SPEC	192416	PROFESSIONAL	50K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DRILL SUPV	471136	SKILLED CRAFT	52K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131976	PROFESSIONAL	52K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPS RES ANALYST	152316	PROFESSIONAL	53K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTRCT SPEC	172916	PROFESSIONAL	53K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193536	PROFESSIONAL	53K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PILOT	532136	PROFESSIONAL	54K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131976	PROFESSIONAL	54K	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATLS LAB SPEC	172716	PROFESSIONAL	55K	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PHOTOGRMST	171236	PROFESSIONAL	56K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	56K	20	16	2	0	1	0	0	1	0	1	0	0	1	0	0	1	2	
CE PE	172537	PROFESSIONAL	56K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTCT SPEC	172916	PROFESSIONAL	56K	6	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	56K	30	26	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UTILITY ENG SPEC	173296	PROFESSIONAL	56K	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131976	PROFESSIONAL	57K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENV SCIENCE SPEC	192417	PROFESSIONAL	57K	12	10	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132117	PROFESSIONAL	58K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171256	PROFESSIONAL	59K	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	59K	19	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTRCT SPEC	172916	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	60K	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CHEMIST	192316	PROFESSIONAL	60K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	60K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTRCT SPEC	172916	PROFESSIONAL	60K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMP SYSTEMS AN	151516	PROFESSIONAL	60K	7	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE PE	172537	PROFESSIONAL	60K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPS RESEARCH AN	152317	PROFESSIONAL	60K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MATLS LAB SPEC	172716	PROFESSIONAL	61K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTRCT SPEC	172916	PROFESSIONAL	61K	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	171316	PROFESSIONAL	61K	13	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PILOT	532136	PROFESSIONAL	62K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROG MGR	111917	PROFESSIONAL	62K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	63K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172517	PROFESSIONAL	63K-71K	36	31	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE PE	172537	PROFESSIONAL	64K	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENG CNTRCT SPEC	172917	PROFESSIONAL	64K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ENV SCIENCE SPEC	192417	PROFESSIONAL	64K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CE PE	172537	PROFESSIONAL	64K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROG MGR	111917	PROFESSIONAL	66K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS																
Date: DECEMBER 2008			Organizational Unit: <u>ENGINEERING DIVISION-cont'd</u>													
Department: <u>TRANSPORTATION</u>			Line of Progression:													
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees				MINORITY EMPLOYEES						Total		
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total M/F Min
OPS RES ANALYST	152317	PROFESSIONAL	66K	1	1	0	0	0	0	0	0	0	0	0	0	0
CE PE	152537	PROFESSIONAL	67K	6	6	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172517	PROFESSIONAL	71K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG MGR	119417	PROFESSIONAL	71K-84K	48	41	6	0	0	0	0	0	0	0	1	0	1
ENG SUPV MGR	172017	PROFESSIONAL	71K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENV PROG MGR	119717	PROFESSIONAL	72K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENV ENG	172557	PROFESSIONAL	72K	1	0	1	0	0	0	0	0	0	0	0	0	0
COMP INFO SYST	113217	PROFESSIONAL	73K	1	1	0	0	0	0	0	0	0	0	0	0	0
COMP SUPV	151117	PROFESSIONAL	73K	1	0	1	0	0	0	0	0	0	0	0	0	0
PROG MGR	111917	PROFESSIONAL	79K	1	1	0	0	0	0	0	0	0	0	0	0	0
PROG MGR	111917	PROFESSIONAL	84K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG MGR	119418	PROFESSIONAL	93K	3	3	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	97K-102K	3	3	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111219	OFFICIAL/ADMIN	110K	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				384	303	74	1	2	1	1	5	0	1	1	0	7

WORKFORCE ANALYSIS

Date: DECEMBER 2008			Organizational Unit: GREAT FALLS DISTRICT			Line of Progression:											
Department: TRANSPORTATION																	
			All Employees			MINORITY EMPLOYEES											
						MALES			FEMALES			Total					
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	M/F Min
ADMIN CLERK	439612	OFFICE/ADMIN	23K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	27K	6	5	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASSIST	436113	TECHNICIANS	27K	3	0	3	0	0	0	0	0	0	0	0	0	0	0
PURCHAS TECH	433613	OFFICE/ADMIN	29K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	30K-31K	5	4	1	0	0	0	0	0	0	0	0	0	0	0
DESIGN TECH	173134	TECHNICIANS	35K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173214	TECHNICIANS	35K	5	5	0	0	0	0	0	0	0	0	0	0	0	0
SER COMB A	999101	SERVICE/MAINT	36K	5	3	2	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH I	999307	SKILLED CRAFT	36K	18	11	1	0	0	6	0	6	0	0	0	0	0	6
COMP SUP TECH	151414	TECHNICIANS	36K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CT TECH	173214	TECHNICIANS	37K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH II	999308	SKILLED CRAFT	37K	16	15	0	0	0	1	0	1	0	0	0	0	0	1
SURVEYOR	171255	PROFESSIONAL	37K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH III	999309	SKILLED CRAFT	38K	19	15	0	0	0	3	1	4	0	0	0	0	0	4
ADMIN SUPERV	431214	OFFICE/ADMIN	38K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
STRIPING MACH	998404	SKILLED CRAFT	39K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH IV	999310	SKILLED CRAFT	39K	43	34	2	1	1	4	0	6	0	0	1	0	1	7
NOXIOUS WEED	998510	SERVICE/MAINT	39K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MECHANIC/MACH	996311	SKILLED CRAFT	40K	11	11	0	0	0	0	0	0	0	0	0	0	0	0
STRIPING FORE	998405	SKILLED CRAFT	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT CRPNTR	998612	SKILLED CRAFT	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT CREW LDR	998911	SERVICE/MAINT	40K	5	5	0	0	0	0	0	0	0	0	0	0	0	0
SHOP FOREMAN	996307	SKILLED CRAFT	41K	3	3	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONAL	42K	10	8	1	0	0	1	0	1	0	0	0	0	0	1
ROW SPEC	131975	PROFESSIONAL	43K	2	0	2	0	0	0	0	0	0	0	0	0	0	0
CONST TRDS SUPV	471115	SKILLED CRAFT	45K	15	13	0	0	0	2	0	2	0	0	0	0	0	2
COMP SPEC	131715	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
MTRL LAB SPEC	172715	PROFESSIONAL	46K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171255	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG CONT SPC	172915	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173135	PROFESSIONAL	46K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONAL	46K	12	11	1	0	0	0	0	0	0	0	0	0	0	0
CONST TRDS SUPV	471115	SKILLED CRAFT	48K-50K	7	6	0	0	0	1	0	1	0	0	0	0	0	1
COMP SUP SPEC	151416	PROFESSIONAL	52K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131976	PROFESSIONAL	52K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
COMMUN TCG	492235	SKILLED CRAFT	55K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	56K	9	9	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	56K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
UTILITY ENG	173296	PROFESSIONAL	56K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CE PE	172536	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	61K	2	0	2	0	0	0	0	0	0	0	0	0	0	0
ENG SUPERVSR	172016	PROFESSIONAL	62K	14	14	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	62K	1	0	1	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: **DECEMBER 2008**

Department: **TRANSPORTATION**

Organizational Unit: **GREAT FALLS DISTRICT-cont'd**

Line of Progression:

		All Employees			MINORITY EMPLOYEES						Total
					MALES			FEMALES			M/F
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	Total	M	F	B	AS/PI	AI/AN	H	Total
SURVEYOR	171256	PROFESSIONAL	64K	1	1	0	0	0	0	0	0
ENGINEER MGR	119417	PROFESSIONAL	75K-84K	6	5	1	0	0	0	0	0
OPERATIONS MGR	111218	PROFESSIONAL	102K	1	1	0	0	0	0	0	0
Total				244	194	28	1	1	18	1	22

WORKFORCE ANALYSIS

Date: DECEMBER 2008

Department: TRANSPORTATION

Organizational Unit: GLENDALE DISTRICT

Line of Progression:

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees				MALES				FEMALES				Total M/F Min
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem
ADMIN CLERK	439612	OFFICE/ADMIN	23K	2	0	2	0	0	0	0	0	0	0	0	0	0
ADMIN ASSIST	436113	TECHNICIANS	27K	5	0	5	0	0	0	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	30K	7	6	0	0	0	0	1	0	0	0	0	0	1
PURCHASE TECH	433613	OFFICE/ADMIN	31K	1	0	1	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROTECTIVE SRVC	33K	3	3	0	0	0	0	0	0	0	0	0	0	0
LABORER	998905	SERVICE/MAINT	34K	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASSIST	436113	TECHNICIANS	35K	1	0	1	0	0	0	0	0	0	0	0	0	0
CE TECH	173214	TECHNICIANS	35K	6	5	1	0	0	0	0	0	0	0	0	0	0
MAINT TECH I	999307	SKILLED CRAFT	36K	10	9	0	0	0	0	1	0	0	0	0	0	1
ROW TECH	131974	TECHNICIANS	36K	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMIN SUPER	431214	OFFICE/ADMIN	36K	1	0	1	0	0	0	0	0	0	0	0	0	0
STOCKPERSON	992205	SERVICE/MAINT	37K	3	2	1	0	0	0	0	0	0	0	0	0	0
MAINT TECH II	999308	SKILLED CRAFT	37K	11	11	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROTECTIVE SRVC	37K	11	8	2	0	0	0	0	0	0	0	0	1	1
SRVC COMB B	999102	SERVICE/MAINT	38K	3	3	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH III	999309	SKILLED CRAFT	38K	6	6	0	0	0	0	0	0	0	0	0	0	0
ADMIN SUPER	431214	OFFICE/ADMIN	38K	1	0	1	0	0	0	0	0	0	0	0	0	0
MAINT TECH IV	999310	SKILLED CRAFT	39K	53	48	0	0	0	0	5	0	0	0	0	0	5
MCS OFFICER	536554	PROTECTIVE SRVC	39K	15	8	5	0	1	0	1	2	0	0	0	0	2
MAINT TECH IV	999310	SKILLED CRAFT	40K	1	1	0	0	0	0	0	0	0	0	0	0	0
MECHANIC/MECH	996311	SKILLED CRAFT	40K	9	8	0	0	0	0	1	0	0	0	0	0	1
MAINT CRPNTR	998612	SKILLED CRAFT	40K	3	3	0	0	0	0	0	0	0	0	0	0	0
MAINT CREW LDR	998911	SERVICE/MAINT	40K	4	4	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROTECTIVE SRVC	41K	6	5	1	0	0	0	0	0	0	0	0	0	0
SHOP FOREMAN	996307	SKILLED CRAFT	41K	3	3	0	0	0	0	0	0	0	0	0	0	0
MTRL LAB SPEC	172715	PROFESSIONAL	42K	1	1	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONAL	42K-44K	9	7	0	0	0	0	2	0	0	0	0	0	2
CONST TRDS SUPV	471115	SKILLED CRAFT	45K	11	11	0	0	0	0	0	0	0	0	0	0	0
COMP SPEC	131715	PROFESSIONAL	46K	1	0	1	0	0	0	0	0	0	0	0	0	0
MTRL LAB SPEC	172715	PROFESSIONAL	46K	1	1	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173135	PROFESSIONAL	46K	4	4	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONAL	46K	13	11	0	0	0	0	2	0	0	0	0	0	2
CONST TRDS SUPV	471115	SKILLED CRAFT	48K	6	6	0	0	0	0	0	0	0	0	0	0	0
COMMUN TCG	492235	SKILLED CRAFT	49K	1	1	0	0	0	0	0	0	0	0	0	0	0
CONST TRDS SUPV	471115	SKILLED CRAFT	50K	3	3	0	0	0	0	0	0	0	0	0	0	0
HEALTH/SAFETY	299116	PROFESSIONAL	51K	1	1	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131986	PROFESSIONAL	52K	1	0	1	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132116	PROFESSIONAL	53K	1	0	1	0	0	0	0	0	0	0	0	0	0
COMP SUP SPEC	151416	PROFESSIONAL	54K	1	0	0	0	0	0	0	0	0	1	0	0	1
COMMUN TCG	492335	SKILLED CRAFT	55K	1	1	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONAL	56K	4	4	0	0	0	0	0	0	0	0	0	0	0
UTILITY ENG	173296	PROFESSIONAL	56K	1	1	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171256	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: DECEMBER 2008 Organizational Unit: GLENDIVE DISTRICT-cont'd Line of Progression: _____
 Department: TRANSPORTATION

All Employees					MINORITY EMPLOYEES												Total M/F Min
					MALES						FEMALES						
					Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	Total M/F Min
CE PE	172536	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG CONTR SPEC	172916	PROFESSIONAL	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111916	PROFESSIONAL	61K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONAL	61K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG SUPERVSR	172016	PROFESSIONAL	62K	15	12	0	0	1	2	0	3	0	0	0	0	0	3
PROGRAM MGR	111917	PROFESSIONAL	62K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ENV ENG SPEC	172556	PROFESSIONAL	63K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ENG MANAGER	119417	PROFESSIONAL	75K-84K	6	6	0	0	0	0	0	0	0	0	0	0	0	0
OPS MANAGER	111218	ADMINISTRATOR	102K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				256	211	26	0	2	14	1	17	0	1	1	0	2	19

WORKFORCE ANALYSIS

Date: DECEMBER 2008

Department: **TRANSPORTATION**

Organizational Unit: **Information Svcs Division**

Line of Progression:

Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES										Total M/F Min
				Total	M	F	MALES					FEMALES					
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
RECORDS AST	436134	OFFICE/ADMIN	31K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PRESS OPR	515234	SKILLED CRAFT	31K-33K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
COMPUTER OP	439114	OFFICE/ADMIN	34K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PURCHASE AGT	131215	PROFESSIONAL	41K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
COM SUP SPEC	151415	PROFESSIONAL	43K	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PRINT SUPER	511116	SKILLED CRAFT	48K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
COM SUP SPEC	151416	PROFESSIONAL	52K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
OPS RES ANAL	152316	PROFESSIONAL	53K	1	0	0	0	0	0	0	0	0	1	0	0	1	1
COMP PROG	151216	PROFESSIONAL	53K	4	2	2	0	0	0	0	0	0	0	0	0	0	0
TRAINING SPEC	131756	PROFESSIONAL	54K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
COMP SUP SPEC	151416	PROFESSIONAL	54K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
COMP SYS ANA	151516	PROFESSIONAL	55K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
NETWORK ADM	151716	PROFESSIONAL	55K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
NETWORK SYS AN	151816	PROFESSIONAL	55K	6	5	1	0	0	0	0	0	0	0	0	0	0	0
DATABASE ANA	151616	PROFESSIONAL	58K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
COMP SYS ANA	151516	PROFESSIONAL	60K	14	9	4	0	0	0	0	1	0	0	0	0	0	1
COMP SYS ANA	151517	PROFESSIONAL	67K-72K	10	5	5	0	0	0	0	0	0	0	0	0	0	0
COMP SUPER	151117	PROFESSIONAL	73K-77K	5	5	0	0	0	0	0	0	0	0	0	0	0	0
COMP INFO SYS	113217	PROFESSIONAL	81K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
OPS MANAGER	111217	PROFESSIONAL	85K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
OPS MANAGER	111218	PROFESSIONAL	98k	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				60	38	20	0	0	0	1	0	1	0	0	0	1	2

WORKFORCE ANALYSIS																
Date: DECEMBER 2008				Organizational Unit: <u>MAINTENANCE</u>				Line of Progression:								
Department: <u>TRANSPORTATION</u>																
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES									
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem
ADMIN ASSIST	436113	TECHNICIANS	27K-28K	4	0	4	0	0	0	0	0	0	0	0	0	0
CUSTODIAN	998950	SERVICE/MAINT	34K	6	5	1	0	0	0	0	0	0	0	0	0	0
SRV COMB A	999101	SERVICE/MAINT	36K	3	3	0	0	0	0	0	0	0	0	0	0	0
STOCKPERSON	992205	SERVICE/MAINT	37K	1	1	0	0	0	0	0	0	0	0	0	0	0
FACILITY TECH	998918	SERVICE/MAINT	37K	2	2	0	0	0	0	0	0	0	0	0	0	0
SRV COMB B	999102	SERVICE/MAINT	38K	1	0	1	0	0	0	0	0	0	0	0	0	0
PAINTER SIGN	999102	SKILLED CRAFT	39K	2	2	0	0	0	0	0	0	0	0	0	0	0
MECHANIC/MACH	996311	SKILLED CRAFT	40K	7	7	0	0	0	0	0	0	0	0	0	0	0
MAINT CARPENTR	998612	SKILLED CRAFT	40K	4	3	0	0	0	1	0	1	0	0	0	0	1
SHOP FOREMAN	996307	SKILLED CRAFT	41K	2	2	0	0	0	0	0	0	0	0	0	0	0
PROD SER SUP	511135	SERVICE/MAINT	42K	1	1	0	0	0	0	0	0	0	0	0	0	0
COMP SUP SPEC	151415	PROFESSIONAL	43K	1	0	1	0	0	0	0	0	0	0	0	0	0
PUB REL SPEC	273316	PROFESSIONAL	45K	1	0	1	0	0	0	0	0	0	0	0	0	0
COMM TCG	492235	SKILLED CRAFT	46K	1	1	0	0	0	0	0	0	0	0	0	0	0
TRAIN SPEC	131756	PROFESSIONAL	47K	1	0	1	0	0	0	0	0	0	0	0	0	0
MECHANIC SUP	491115	SERVICE/MAINT	48K-51K	3	3	0	0	0	0	0	0	0	0	0	0	0
COM SUP SPEC	151416	PROFESSIONAL	52K	2	0	2	0	0	0	0	0	0	0	0	0	0
COMM TCG	492235	SKILLED CRAFT	55K	1	1	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL SPEC	132917	PROFESSIONAL	58K	1	1	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132117	PROFESSIONAL	58K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENGINEER SUP	172016	PROFESSIONAL	62K	1	1	0	0	0	0	0	0	0	0	0	0	0
CIVIL ENG SPEC	172516	PROFESSIONAL	63K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG SUP/MGR	172016	PROFESSIONAL	65K	1	1	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	66K	1	0	1	0	0	0	0	0	0	0	0	0	0
CIVIL ENG SPEC	172517	PROFESSIONAL	67K	4	4	0	0	0	0	0	0	0	0	0	0	0
ELEC ENG	172437	PROFESSIONAL	71K	1	1	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	83K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENGINEER MGR	119417	PROFESSIONAL	83K	1	1	0	0	0	0	0	0	0	0	0	0	0
PROGRAM MGR	111917	PROFESSIONAL	84K	1	1	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	PROFESSIONAL	102K	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				58	45	12	0	0	1	0	1	0	0	0	0	1

WORKFORCE ANALYSIS																		
Date: DECEMBER 2008				Organizational Unit: Motor Carrier Services				Line of Progression:										
Department: TRANSPORTATION																		
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees				MALES				MINORITY EMPLOYEES				Total M/F Min		
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H		Total Fem	
LIC PERMIT TECH	434313	TECHNICIANS	24K-27K	8	1	7	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST	436113	TECHNICIANS	27K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
LICENSE PERMIT T	434313	TECHNICIANS	28K-31K	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST	436114	TECHNICIANS	32K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536555	PROTECTIVE SERVICE	34K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
LICENSE EXAM SPE	131455	PROFESSIONAL	35K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
BUS DEV SPEC	131935	PROFESSIONAL	40K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132115	PROFESSIONAL	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536555	PROTECTIVE SERVICE	40K	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
INST CAL TECH	173334	TECHNICIANS	41K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COMP SUPP SPEC	151415	PROFESSIONAL	43K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COMPLIANCE SPEC	131416	PROFESSIONAL	47K	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132116	PROFESSIONAL	48K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536555	PROTECTIVE SERVICE	52K	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
OPS RES ANALYST	152316	PROFESSIONAL	58K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COMP SYSTEM ANA	151516	PROFESSIONAL	60K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE IN	536556	PROTECTIVE SERVICE	63K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
REG PROG MGR	111937	PROFESSIONAL	77K-81K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	102K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total				43	26	17	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: **DECEMBER 2008**

Department: **TRANSPORTATION**

Organizational Unit: **MISSOULA DISTRICT**

Line of Progression:

	All Employees					MINORITY EMPLOYEES										Total M/F Min		
						MALES					FEMALES							
	Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN		H	Total Fem
CE TECH	173212	TECHNICIANS	22K-25K	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	27K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN ASST	436113	TECHNICIANS	27K-28K	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173213	TECHNICIANS	30K	7	5	1	1	0	0	0	0	1	0	0	0	0	0	1
PURCHASING TECH	433613	OFFICE/CLERICAL	31K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROT SERVICE	33K	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173214	TECHNICIANS	35K	8	5	3	0	0	0	0	0	0	0	0	0	0	0	0
SERV COMB A	999101	SERV MAINT	36K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH 1	999301	SKILLED CRAFT	36K	43	40	2	1	0	0	0	0	1	0	0	0	0	0	1
ROW TECH	131974	TECHNICIANS	36K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
STOCKPERSON	992205	SERV MAINT	37K	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH2\ 2	999308	SKILLED CRAFT	37K	39	35	1	0	0	3	0	3	0	0	0	0	0	0	3
MCS INSPECTOR	536554	PROT SERVICE	37K	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0
SERV COMB B	999102	SERV MAINT	38K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH 3	999308	SKILLED CRAFT	38K	21	18	3	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN SUPV	431214	OFFICE/CLERICAL	38K	1	0	0	0	0	0	0	0	0	0	0	1	0	1	1
STRIPN MACH OP	998404	SKILLED CRAFT	39K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINT TECH 4	999310	SKILLED CRAFT	39K	45	43	2	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROT SERVICE	39K	12	11	1	0	0	0	0	0	0	0	0	0	0	0	0
WEED SPRAYER	998510	SERV MAINT	39K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
HR SPEC	131775	PROFESSIONALS	40K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MECH/MACHINIST	996311	SKILLED CRAFT	40K	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0
STRIPIN FOREMAN	998405	SKILLED CRAFT	40K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINT CARP	998612	SKILLED CRAFT	40K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
MAIN CREW LDR	998911	SERV MAINT	40K	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MCS OFFICER	536554	PROT SERVICE	41K	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
WORKN SHOP FOR	996307	SKILLED CRAFT	41K	2	1	0	0	0	0	1	0	1	0	0	0	0	0	1
CE SPEC	172515	PROFESSIONALS	42K	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONALS	42K	17	13	4	0	0	0	0	0	0	0	0	0	0	0	0
ROW SPEC	131975	PROFESSIONALS	43K	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
CONST TRDS WRK	471115	SKILLED CRAFT	45K	23	22	1	0	0	0	0	0	0	0	0	0	0	0	0
MATLS LAB SPEC	172715	PROFESSIONALS	46K	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171255	PROFESSIONALS	46K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172515	PROFESSIONALS	46K	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0
ENG CONTRCT SPE	172515	PROFESSIONALS	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173135	PROFESSIONALS	46K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173215	PROFESSIONALS	46K	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
CONST TRDS WRK	471115	SKILLED CRAFT	48K-50K	8	7	0	0	0	0	1	0	1	0	0	0	0	0	1
ROW SPEC	131976	PROFESSIONALS	52K	4	1	2	0	0	0	1	0	1	0	0	0	0	0	1
ACCOUNTANT	132116	PROFESSIONALS	53K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
COMP SUPP SPEC	151416	PROFESSIONALS	54K	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
COMM TCG	492235	SKILLED CRAFT	55K	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS																
Date: DECEMBER 2008				Line of Progression:												
Department: TRANSPORTATION				Organizational Unit: MISSOULA DISTRICT-cont'd												
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES							Total		
				Total	M	F	MALES				Total Males	FEMALES				Total M/F Min
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H	
ENV SCIENCE SPEC	192415	PROFESSIONALS	55K	1	0	1	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONALS	56K	17	14	2	0	1	0	0	1	0	0	0	0	1
ENG CONTRCT SPE	172916	PROFESSIONALS	56K	1	0	1	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONALS	56K	1	0	1	0	0	0	0	0	0	0	0	0	0
UTILITY ENG SPEC	173296	PROFESSIONALS	56K	1	0	1	0	0	0	0	0	0	0	0	0	0
OCC HLTH SAF SPE	299116	PROFESSIONALS	56K	1	1	0	0	0	0	0	0	0	0	0	0	0
SURVEYOR	171256	PROFESSIONALS	59K	1	1	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172516	PROFESSIONALS	59K	2	1	1	0	0	0	0	0	0	0	0	0	0
CE PE	172536	PROFESSIONALS	59K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG CNRTC SPEC	172916	PROFESSIONALS	59K	1	0	1	0	0	0	0	0	0	0	0	0	0
PROG MGR	111916	PROFESSIONALS	61K	1	1	0	0	0	0	0	0	0	0	0	0	0
DESIGNER	173136	PROFESSIONALS	61K	2	0	2	0	0	0	0	0	0	0	0	0	0
ENG SUPV MGR	172016	PROFESSIONALS	62K	15	13	2	0	0	0	0	0	0	0	0	0	0
ENV ENG SPEC	172556	PROFESSIONALS	63K	1	1	0	0	0	0	0	0	0	0	0	0	0
ENG MGR	119417	PROFESSIONALS	75K-83K	4	4	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	102K	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				370	305	55	2	1	6	0	9	0	0	1	0	10

WORKFORCE ANALYSIS																	
Date: DECEMBER 2008				Organizational Unit: TRANSPORTATION PLANNING								Line of Progression:					
Department: TRANSPORTATION																	
Job Title	Job Group	EEO-4 Category	Pay Rate/ Salary	All Employees			MINORITY EMPLOYEES						Total				
				Total	M	F	MALES			FEMALES							
							B	AS/PI	AI/AN	H	Total Males	B		AS/PI	AI/AN	H	Total Fem
ADMIN ASST	436113	TECHNICIANS	27K	1		1	0	0	0	0	0	0	0	0	0	0	0
CE ETCH	173213	TECHNICIANS	30K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PLANN TECH	194614	TECHNICIANS	30K	1	1		0	0	0	0	0	0	0	0	0	0	0
STAT ASST	439814	TECHNICIANS	31K	2	2		0	0	0	0	0	0	0	0	0	0	0
ACCT TECH	433314	TECHNICIANS	32K	1		1	0	0	0	0	0	0	0	0	0	0	0
PLAN TECH	194614	TECHNICIANS	33K	4	1	3	0	0	0	0	0	0	0	0	0	0	0
CE TECH	173214	TECHNICIANS	35K	2	2		0	0	0	0	0	0	0	0	0	0	0
ELEC REP TECH	482954	SKILLED CRAFT	37K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193535	PROFESSIONALS	40K-44K	8	4	3	0	0	0	0	0	0	0	1	0	1	1
ELEC REP TCG	492955	SKILLED CRAFT	44K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193535	PROFESSIONALS	47K	7	3	4	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193536	PROFESSIONALS	48K	11	7	4	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132116	PROFESSIONALS	48K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193536	PROFESSIONALS	53K-55K	11	6	5	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTANT	132117	PROFESSIONALS	58K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193536	PROFESSIONALS	58K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ELECT ENG	172436	PROFESSIONALS	59K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
COMP SYST ANAL	151516	PROFESSIONALS	60K	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CE SPEC	172517	PROFESSIONALS	64K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER	193537	PROFESSIONALS	64K	5	2	2	0	1	0	0	1	0	0	0	0	0	1
CE SPEC	172517	PROFESSIONALS	67K	2	1	1	0	0	0	0	0	0	0	0	0	0	0
COMP SYST ANAL	151517	PROFESSIONALS	72K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TRANS PLANNER M	193537	PROFESSIONALS	73K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROG MGR	111917	PROFESSIONALS	81K-83K	3	2	1	0	0	0	0	0	0	0	0	0	0	0
ENG MGR	119417	PROFESSIONALS	84K	1	1	0	0	0	0	0	0	0	0	0	0	0	0
OPS MGR	111218	OFFICIAL/ADMIN	102K	1	0	1	0	0	0	0	0	0	0	0	0	0	0
				74	44	28	0	1	0	0	1	0	0	1	0	1	2

JOB GROUP ANALYSIS

Job Group	Job Group	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	71	DIRECTOR	1	1	0	0	0	0	0	0	0	0	0	0
	111218	OPERATIONS MGR	16	13	3	0	0	0	0	0	0	0	0	0
	111219	OPERATIONS MGR	2	2	0	0	0	0	0	0	0	0	0	0
	Total		19	16	3	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111217	OPERATIONS MGR	5	1	4	0	0	0	0	0	0	0	0	0
	111916	PROGRAM MANAGER	4	3	1	0	0	0	0	0	0	0	0	0
	111917	PROGRAM MANAGER	29	21	8	0	0	0	0	0	0	0	0	0
	111918	PROGRAM MANAGER	1	1	0	0	0	0	0	0	0	0	0	0
	111937	REGULATORY MGR	3	3	0	0	0	0	0	0	0	0	0	0
	113217	COMPUTER INFO MGR	3	3	0	0	0	0	0	0	0	0	0	0
	113417	HR MANAGER	1	0	1	0	0	0	0	0	0	0	0	0
	119417	ENGINEERING MGR	80	70	8	1	0	0	0	0	0	0	1	0
	119418	ENGINEERING MGR	3	3	0	0	0	0	0	0	0	0	0	0
	119717	ENGINEERING MGR	1	1	0	0	0	0	0	0	0	0	0	0
	131215	PURCHASING AGENT	2	1	1	0	0	0	0	0	0	0	0	0
	113216	PURCHASING AGENT	1	0	1	0	0	0	0	0	0	0	0	0
	131415	COMPLIANCE SPEC	2	0	2	0	0	0	0	0	0	0	0	0
	131416	COMPLIANCE SPEC	4	3	1	0	0	0	0	0	0	0	0	0
	131455	LICENSE EXAM SPEC	1	0	1	0	0	0	0	0	0	0	0	0
	131475	EEO SPECIALIST	7	2	1	2	0	0	1	0	0	0	1	0
	131715	COMPENSATION SPEC	5	0	5	0	0	0	0	0	0	0	0	0
	131735	BENEFITS SPEC	1	0	1	0	0	0	0	0	0	0	0	0
	131756	TRAINING SPECIALIST	6	1	5	0	0	0	0	0	0	0	0	0
	131755	HR SPECIALIST	3	0	3	0	0	0	0	0	0	0	0	0
	131776	HR SPEC	8	1	7	0	0	0	0	0	0	0	0	0
	131816	MANAGEMENT ANALYST	1	0	1	0	0	0	0	0	0	0	0	0
	131915	ADMIN SPEC	1	0	1	0	0	0	0	0	0	0	0	0
	131916	ADMIN SPEC	1	1	0	0	0	0	0	0	0	0	0	0
	131935	BUSINESS DEV SPEC	2	0	2	0	0	0	0	0	0	0	0	0
	131936	BUSINESS DEV SPEC	1	0	1	0	0	0	0	0	0	0	0	0
	131975	ROW SPEC	7	0	7	0	0	0	0	0	0	0	0	0
	131976	ROW SPEC	21	9	10	1	0	0	1	0	0	0	0	0
	132115	ACCOUNTANT	6	2	2	1	0	0	1	0	0	0	0	0
	132116	ACCOUNTANT	14	3	11	0	0	0	0	0	0	0	0	0
	132117	ACCOUNTANT	8	4	2	1	0	0	0	1	0	0	0	0
	132135	AUDITOR	1	1	0	0	0	0	0	0	0	0	0	0
	132136	AUDITOR	10	6	4	0	0	0	0	0	0	0	0	0
	132316	BUDGET ANALYST	4	2	2	0	0	0	0	0	0	0	0	0
	132317	BUDGET ANALYST	1	1	0	0	0	0	0	0	0	0	0	0
	132536	TAX POLICY ANALYST	1	0	1	0	0	0	0	0	0	0	0	0
	132915	FINANCIAL SPEC	3	1	2	0	0	0	0	0	0	0	0	0

JOB GROUP ANALYSIS														
Job Group	Job Group	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
	132916	FINANCIAL SPEC	4	2	2	0	0	0	0	0	0	0	0	0
	132917	FINANCIAL SPEC	1	1	0	0	0	0	0	0	0	0	0	0
	132996	FINANCIAL OPS SUPV	2	0	2	0	0	0	0	0	0	0	0	0
	151117	COMPUTER SUPV	6	5	1	0	0	0	0	0	0	0	0	0
	151216	COMPUTER PROGRAMM	4	2	2	0	0	0	0	0	0	0	0	0
	151415	COMPUTER SUPPORT S	7	4	3	0	0	0	0	0	0	0	0	0
	151416	COMPUTER SUPPORT S	11	1	8	1	0	0	0	0	0	1	0	0
	151516	COMPUTER SYSTEMS A	28	18	8	1	0	0	1	0	0	0	0	0
	151517	COMPUTER SYSTEMS A	12	7	5	0	0	0	0	0	0	0	0	0
	151616	DATABASE ANALYST	1	1	0	0	0	0	0	0	0	0	0	0
	151716	NETWORK ADMINISTRA	1	1	0	0	0	0	0	0	0	0	0	0
	151816	NETWORK SYSTEMS AN	6	5	1	0	0	0	0	0	0	0	0	0
	152316	OPS RESEARCH ANALY	5	2	1	1	0	0	0	0	0	0	0	1
	152317	OPS RESEARCH ANALY	2	1	1	0	0	0	0	0	0	0	0	0
	171235	PHOTOGRAMATREST	1	1	0	0	0	0	0	0	0	0	0	0
	171236	PHOTOGRAMATREST	1	1	0	0	0	0	0	0	0	0	0	0
	171255	SURVEYOR	8	8	0	0	0	0	0	0	0	0	0	0
	171256	SURVEYOR	8	7	1	0	0	0	0	0	0	0	0	0
	172016	ENG SUPV	81	69	2	5	0	2	2	1	0	0	0	0
	172017	ENG SUPV	1	1	0	0	0	0	0	0	0	0	0	0
	172436	ELECTRONIC ENG	1	1	0	0	0	0	0	0	0	0	0	0
	172437	ELECTRONIC ENG	1	1	0	0	0	0	0	0	0	0	0	0
	172515	CE SPEC	22	18	2	1	0	1	0	0	0	0	0	0
	172516	CE SPEC	97	82	9	3	0	2	0	0	0	1	0	0
	172517	CE SPEC	43	37	6	0	0	0	0	0	0	0	0	0
	172536	CE PE	5	5	0	0	0	0	0	0	0	0	0	0
	172537	CE PE	20	18	2	0	0	0	0	0	0	0	0	0
	172556	ENV ENG SPEC	4	3	1	0	0	0	0	0	0	0	0	0
	172557	ENV ENG	1	0	1	0	0	0	0	0	0	0	0	0
	172715	MATLS LAB SPEC	23	20	3	0	0	0	0	0	0	0	0	0
	172716	MATLS LAB SPEC	4	3	1	0	0	0	0	0	0	0	0	0
	172915	ENG CONTRACT SPEC	6	2	4	0	0	0	0	0	0	0	0	0
	172916	ENG CONTRACT SPEC	18	13	5	0	0	0	0	0	0	0	0	0
	172917	ENG CONTRACT SPEC	1	1	0	0	0	0	0	0	0	0	0	0
	173135	DESIGNER	19	13	6	0	0	0	0	0	0	0	0	0
	173136	DESIGNER	65	51	14	0	0	0	0	0	0	0	0	0
	173215	CE TECH	125	105	10	5	0	0	5	0	0	0	0	0
	173296	UTILITY ENG SPEC	11	8	3	0	0	0	0	0	0	0	0	0
	192315	CHEMIST	1	1	0	0	0	0	0	0	0	0	0	0
	192316	CHEMIST	1	1	0	0	0	0	0	0	0	0	0	0
	192415	ENV SCIENCE SPEC	1	0	1	0	0	0	0	0	0	0	0	0
	192416	ENV SCIENCE SPEC	1	1	0	0	0	0	0	0	0	0	0	0

JOB GROUP ANALYSIS															
Job Group	Job Group	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female				
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	
	192417	ENV SCIENCE SPEC	13	11	2	0	0	0	0	0	0	0	0	0	
	193535	TRANS PLANNER	17	7	8	1	0	0	0	0	0	0	1	0	
	193536	TRANS PLANNER	24	15	9	0	0	0	0	0	0	0	0	0	
	193537	TRANS PLANNER	8	4	2	1	0	1	0	0	0	0	0	0	
	231118	LAWYER	9	7	2	0	0	0	0	0	0	0	0	0	
	232115	PARALEGAL	1	0	1	0	0	0	0	0	0	0	0	0	
	273315	PUBLIC RELATIONS SPE	8	1	3	2	0	0	0	0	0	0	2	0	
	273316	PUBLIC RELATIONS SPE	2	0	2	0	0	0	0	0	0	0	0	0	
	273317	PUBLIC RELATIONS SPE	1	0	1	0	0	0	0	0	0	0	0	0	
	274215	PHOTOGRAPHER	1	1	0	0	0	0	0	0	0	0	0	0	
	299116	OCC HEALTH SAFETY S	5	4	1	0	0	0	0	0	0	0	0	0	
	433334	AUDITING TECH	1	0	1	0	0	0	0	0	0	0	0	0	
	434814	HR ASST	1	0	1	0	0	0	0	0	0	0	0	0	
	532136	AIRCRAFT PILOT	2	2	0	0	0	0	0	0	0	0	0	0	
	Total			951	717	234	27	0	6	11	2	0	2	5	1
	TECHNICIANS	131974	ROW TECH	4	3	1	0	0	0	0	0	0	0	0	0
		151414	COMPUTER SUPPORT T	1	0	1	0	0	0	0	0	0	0	0	0
151914		DATA CONTROL TECH	2	0	2	0	0	0	0	0	0	0	0	0	
171254		SURVEYOR	3	2	1	0	0	0	0	0	0	0	0	0	
173112		DRAFTER	6	5	1	0	0	0	0	0	0	0	0	0	
173133		DESIGN TECH	1	1	0	0	0	0	0	0	0	0	0	0	
173134		DESIGN TECH	8	6	2	0	0	0	0	0	0	0	0	0	
173212		CE TECH	6	5	1	1	0	1	0	0	0	0	0	0	
173213		CE TECH	54	41	13	7	1	0	3	1	0	0	1	1	
173214		CE TECH	43	36	7	0	0	0	0	0	0	0	0	0	
173334		INSTRUMENT CALIBRAT	1	1	0	0	0	0	0	0	0	0	0	0	
194614		PLANNING TECH	5	2	3	0	0	0	0	0	0	0	0	0	
433113		COLLECTION TECH	2	0	2	0	0	0	0	0	0	0	0	0	
433313		ACCTG TECH	4	1	3	1	0	0	1	0	0	0	0	0	
433314		ACCTG TECH	4	0	4	1	0	0	0	0	0	1	0	0	
433614	PURCHASING TECH	1	1	0	0	0	0	0	0	0	0	0	0		
434313	LICENSE PERMIT TECH	12	1	11	0	0	0	0	0	0	0	0	0		
436113	ADMIN ASST	47	4	43	3	1	0	0	0	0	0	0	2		
436114	ADMIN ASST	8	0	8	0	0	0	0	0	0	0	0	0		
436154	COMPLIANCE TECH	5	3	2	0	0	0	0	0	0	0	0	0		

JOB GROUP ANALYSIS

Job Group	Job Group	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
	439814	STATISTICAL ASST	2	2	0	0	0	0	0	0	0	0	0	0
	519612	MATLS INSPECTION AID	1	1	0	0	0	0	0	0	0	0	0	0
Total			220	115	105	13	2	1	4	1	0	1	1	3
PROTECTIVE SRVCS	536554	MTR VEH INSPECTOR	88	72	16	3	0	1	0	1	0	0	1	0
	536555	MTR VEH INSPECTOR	12	12	0	0	0	0	0	0	0	0	0	0
	536556	MTR VEH INSPECTOR	3	3	0	0	0	0	0	0	0	0	0	0
	Total		103	87	16	3	0	1	0	1	0	0	1	0
OFFICE/CLERICAL	431214	ADMINISTRATIVE SUP	8	0	8	1	0	0	0	0	0	0	1	0
	433513	PAYROLL TECHNICIAN	3	1	2	0	0	0	0	0	0	0	0	0
	433613	PURCHASING TECH	4	0	4	0	0	0	0	0	0	0	0	0
	436134	RECORDS MGT ASST	1	0	1	0	0	0	0	0	0	0	0	0
	436214	LEGAL SECRETARY	1	0	1	0	0	0	0	0	0	0	0	0
	439114	COMPUTER OPRTR	1	0	1	0	0	0	0	0	0	0	0	0
	439513	MAIL CLERK	2	2	0	0	0	0	0	0	0	0	0	0
	439612	ADMIN CLERK	16	2	14	2	0	0	0	0	0	0	1	1
Total		36	5	31	3	0	0	0	0	0	0	2	1	
SKILLED CRAFT	471115	CONST TRADES SUP	118	117	1	6	0	0	0	6	0	0	0	0
	471136	DRILL SUP/MGR	1	1	0	0	0	0	0	0	0	0	0	0
	475214	DRILL OPERATOR	3	3	0	0	0	0	0	0	0	0	0	0
	475215	DRILL OPERATOR	3	3	0	0	0	0	0	0	0	0	0	0
	492235	COMMUNICATION TCG	11	11	0	0	0	0	0	0	0	0	0	0
	492954	ELEC REPAIR TECH	1	1	0	0	0	0	0	0	0	0	0	0
	492955	ELEC REPAIR TECH	2	2	0	0	0	0	0	0	0	0	0	0
	493114	AIRCRAFT MECHANIC	1	1	0	0	0	0	0	0	0	0	0	0
	511116	PRINTING SRV SUP	1	1	0	0	0	0	0	0	0	0	0	0
	515234	LITHOGRAPHIC PRESS	2	2	0	0	0	0	0	0	0	0	0	0
	519614	MATERIAL INSP TECH	11	9	2	1	0	0	0	0	1	0	0	0
	996307	SHOP FOREMAN	14	14	0	1	0	0	1	0	0	0	0	0
	996311	MECHANIC/MACHINIST	64	64	0	2	0	0	1	1	0	0	0	0
	998403	PAINTER SIGN SHOP	2	2	0	0	0	0	0	0	0	0	0	0
	998404	STRIPING MCH OP	7	7	0	0	0	0	0	0	0	0	0	0
	998405	STRIPING FOREMAN	7	7	0	0	0	0	0	0	0	0	0	0
	998612	MAINT CARPENTER	16	16	0	1	0	0	1	0	0	0	0	0
	999307	MAINT TECH I	172	167	5	9	1	0	8	0	0	0	0	0
	999308	MAINT TECH II	101	97	4	6	0	0	6	0	0	0	0	0
	999309	MAINT TECH III	79	75	4	7	0	0	6	1	0	0	0	0
	999310	MAINT TECH IV	228	221	7	16	1	1	13	0	0	0	1	0
Total		844	821	23	49	2	1	42	3	0	0	1	0	

JOB GROUP ANALYSIS													
Job Group	Job Group	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male			Female			Hisp
							B	AS/PI	AI/AN	B	AS/PI	AI/AN	
SERVICE MAINT	491115	MAINT MECH SUP/MAN	3	3	0	0	0	0	0	0	0	0	0
	511135	PROD SRVCS SUP	1	1	0	0	0	0	0	0	0	0	0
	519613	MATERIALS INSP AIDE	1	1	0	0	0	0	0	0	0	0	0
	992205	STOCKPERSON	10	8	2	0	0	0	0	0	0	0	0
	998510	WEED SPRAY FORE	6	6	0	0	0	0	0	0	0	0	0
	998905	LABORER	4	4	0	1	0	0	1	0	0	0	0
	998911	MAINT CREW LEAD	17	16	1	1	0	0	1	0	0	0	0
	998918	FACILITY TECH	2	2	0	0	0	0	0	0	0	0	0
	998950	CUSTODIAN	6	5	1	0	0	0	0	0	0	0	0
	999101	SERVICE COMB A	13	11	2	0	0	0	0	0	0	0	0
	999102	SERVICE COMB B	8	7	1	0	0	0	0	0	0	0	0
Total			71	64	7	2	0	0	2	0	0	0	0

NOTE: Total each Job Group. Show Grand Total on last page.

Legend:

B - Black/African American
AS/PI - Asian American/Pacific Islander
AI/AN - American Indian/Alaskan Native
Hisp - Hispanic

NEW HIRES AGENCYWIDE ANALYSIS											
EEO-4 Job Category	Female						Male				
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian
Officials/ Administrators	0	0	0	0	0	0	0	0	0	0	0
Professionals	14	0	0	0	0	14	20	0	0	0	0
Technicians	8	0	0	0	0	8	13	0	0	0	1
Protective Service	1	0	0	0	0	1	9	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	1	0	0	0	0	1	0	0	0	0	0
Skilled Craft Works	0	0	0	0	0	0	23	0	0	0	2
Service/Maintenance	1	0	0	0	0	1	1	0	0	0	0
Total	25	0	0	0	0	25	66	0	0	0	3
											69
											94

TERMINATIONS AGENCYWIDE											
EEO-4 Job Category	Female						Male				
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian
Officials/ Administrators	1	0	0	0	0	1	1	0	0	0	0
Professionals	17	0	0	0	0	17	39	0	0	0	1
Technicians	11	0	0	0	0	11	16	0	0	0	0
Protective Service	2	0	0	0	0	2	5	0	0	0	0
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	1	0	0	0	0	1	0	0	0	0	0
Skilled Craft	0	0	0	0	0	0	37	0	0	0	0
Service/Maintenance	1	0	0	0	0	1	1	0	0	1	1
Total	33	0	0	0	0	33	99	0	0	1	2
											102
											135

NET CHANGES IN EMPLOYMENT
AGENCY WIDE
 Report Period: 01/01/08 to 12/31/08
 NOTE: Data represents IDENTIFIED Ethnic groups and females representing Permanent Full-Time Employees.

Ethnic Categories ↓ EEO Job Categories ↓	AFRIC-AMER-BLACKS				AMER-INDIAN-NAT.				ASIAN				HISPANIC/LATINOS				WHITES				FEMALES			
	FY 2007	FY 2008	Net Diff.	%	FY 2007	FY 2008	Net Diff.	%	FY 2007	FY 2008	Net Diff.	%	FY 2007	FY 2008	Net Diff.	%	FY 2007	FY 2008	Net Diff.	%	FY 2007	FY 2008	Net Diff.	%
Official/Administrators	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	15	19	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Professionals	0	0	0	0.0%	15	1	0.0%	6.7%	7	0	0	0.0%	918	923	5	0.0%	226	233	1	3.1%	226	233	1	3.1%
Technicians	1	1	0	0.0%	0	0	0.0%	0.0%	1	1	0	0.0%	226	202	-24	-10.6%	117	103	-14	-12.0%	117	103	-14	-12.0%
Project Svc Wkrs (NS)	0	0	0	0.0%	1	1	0	0.0%	1	1	0	0.0%	93	100	0	0.0%	17	19	-1	-5.9%	17	19	-1	-5.9%
Admin Support	0	0	0	0.0%	1	1	0	0.0%	0	0	0	0.0%	32	32	0	0.0%	36	29	-7	-19.4%	36	29	-7	-19.4%
Skilled Craft Wkrs	1	1	0	0.0%	36	0	-36	-100.0%	1	1	0	0.0%	644	690	46	7.1%	21	19	-2	-9.5%	21	19	-2	-9.5%
Svc Maintenance	0	0	0	0.0%	1	2	1	100.0%	1	0	-1	-100.0%	78	65	-13	-16.7%	0	1	1	100.0%	0	1	1	100.0%
ALL EMPLOYEES	2	2	0	0.0%	52	60	8	15.4%	11	11	0	0.0%	2010	2031	21	1.0%	429	410	-19	-4.4%	429	410	-19	-4.4%

Employees who did not indicate a race/gender or listed as multi-racial were omitted from calculations

FY 08 Perm FT Wkfr:	2116
FY 07 Perm FT Wkfr:	2085
(+Gain / - Loss)	31

Non-Minorities	FY07 2010	FY08 2031	(+Gain / - Loss) 21
Minorities	75	85	10

Females	FY07 429	FY08 410	(+Gain / - Loss) -19
---------	-------------	-------------	-------------------------

MDT had eight minorities leave their employment during the last year. Four stated personal reasons, 2 were voluntary, 1 listed other, and 1 deceased. While eight left employment, MDT recruited five new minority employees, for a net loss of three minorities.

MDT increase female employees by 42. Eleven of those were in the Professional category, which is an under-represented category in MDT's workforce.

Not included: Temporary, seasonal, short-term employees.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4)
EXCLUDE SCHOOL SYSTEMS AND EDUCATION INSTITUTIONS

(Read attached instructions prior to completing this form)

APPROVED BY
OMB
3046-008

EXPIRES
01/31/2004

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

MAIL COMPLETED
 FORM TO

State & Local Reporting Committee (EEO-4)
 P.O. Box 62229
 Virginia Beach, VA 23466-2229

A. TYPE OF GOVERNMENT (Check one box only)

- ☒ 1. State ☐ 2. County ☐ 3. City ☐ 4. Township ☐ 5. Special District
☐ 6. Other (Specify) _____

B. IDENTIFICATION

1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)

Montana Department of Transportation

2. Address--Number and Street
 2701 Prospect Avenue

CITY/TOWN
 Helena

COUNTY
 Lewis and Clark

STATE/ZIP
 Montana 59620

**EEOC
 ONLY**
 A
 B

C. FUNCTION

(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the

	1. Financial administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and		8. HEALTH. Provision of public health services, out-patient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation services, etc.
	GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)		9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.
X	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads highways and bridges.		10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open-space, beautification, preservation.
	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (hospitals and sanatoriums should be reported as item 7.)		11. CORRECTIONS. Jail, reformatories, detention homes, half-way houses, prisons, parole and probation activities.
	4. POLICE PROTECTION. Duties of a police department sheriff's constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.		12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.
	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (report any forest fire protection activities as item 6.)		13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.
	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and parks and recreation. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums museums, marinas, zoos, etc		14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY
	7. HOSPITALS AND SANATORIUMS. Operation and Maintenance of Institutions for in patients medical care.		15. OTHER (specify on page four)

D. EMPLOYMENT DATA AS OF JUNE 30

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB
CATEGORIES

OFFICIALS
ADMINISTRATORS

PROFESSIONALS

TECHNICIANS

PROTECTIVE SERVICES

PARA-PROFESSIONALS

ADMINISTRATIVE
SUPPORT

ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE					FEMALE				
		NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		WHITE	BLACK				WHITE	BLACK			
		A	B	C	D	E	G	H	I	J	K
1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0
6. 43.0-54.9	0	0	0	0	0	0	1	0	0	0	0
7. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
8. 70.0 PLUS	19	16	0	0	0	0	3	0	0	0	0
9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
12. 25.0-32.9	1	0	0	0	0	0	1	0	0	0	0
13. 33.0-42.9	114	73	0	0	1	0	0	0	0	0	2
14. 43.0-54.9	259	154	0	0	0	3	98	0	1	1	2
15. 55.0-69.9	443	357	0	2	5	3	73	0	0	1	0
16. 70.0 PLUS	133	111	0	0	0	0	21	0	0	0	1
17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
19. 20.0-24.9	11	5	0	0	0	0	0	0	0	0	0
20. 25.0-32.9	131	47	1	1	0	4	74	0	3	1	0
21. 33.0-42.9	70	51	0	0	0	0	19	0	0	0	0
22. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
23. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
24. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
29. 33.0-42.9	96	78	0	1	1	0	15	0	0	0	1
30. 43.0-54.9	4	4	0	0	0	0	0	0	0	0	0
31. 55.0-69.9	3	3	0	0	0	0	0	0	0	0	0
32. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0
38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
40. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
43. 20.0-24.9	14	2	0	0	0	0	11	0	1	0	0
44. 25.0-32.9	10	3	0	0	0	0	7	0	0	0	0
45. 33.0-42.9	10	0	0	0	0	0	9	0	0	0	1
46. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
48. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF JUNE 30 (Cant.)

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

	ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
			A	B	C	D	E	F	G	H	I	J
SKILLED CRAFT	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	1	0	0	1	0	0	0	0	0	0	0
	52. 25.0-32.9	2	1	0	0	0	0	1	0	0	0	1
	53. 33.0-42.9	592	542	1	2	1	29	16	0	0	0	1
	54.43.0-54.9	127	120	0	0	0	6	1	0	0	0	0
	55. 55.0-69.9	4	9	0	0	0	0	0	0	0	0	0
	56. 70.0 PLUS	0	0	0	0	2	0	0	0	0	0	0
SERVICE MAINTENANCE	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	1	1	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	62	53	0	0	0	2	7	0	0	0	0
	62.43.0-54.9	4	0	0	0	0	0	0	0	0	0	0
	63.55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 PLUS	0	0	0	0	0	0	2	0	2	0	0
65. TOTAL FULL TIME (LINES 1 - 64)		2116	1637	2	7	8	52	394	3	5	3	8
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)												
66. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS	1	0	0	0	0	0	0	1	0	0	0	0
68. TECHNICIANS	4	4	1	0	1	0	1	1	0	0	0	1
69. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0
71. ADMIN. SUPPORT	2	0	0	0	0	0	0	1	0	0	0	1
72. SKILLED CRAFT	113	101	1	0	0	0	7	4	0	0	0	0
73. SERVICE/MAINTENANCE	4	4	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (LINES 66 - 73)		128	109	2	0	1	7	7	0	0	0	2
3. NEW HIRES DURING FISCAL YEAR - Permanent full time only JULY 1 - JUNE 30												
75. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0
76. PROFESSIONALS	34	20	0	0	0	0	0	14	0	0	0	0
77. TECHNICIANS	22	13	0	0	0	0	1	8	0	0	0	0
78. PROTECTIVE SERVICE	10	9	0	0	0	0	0	1	0	0	0	0
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	1	0	0	0	0	0	0	1	0	0	0	0
81. SKILLED CRAFT	25	23	0	0	0	0	2	0	0	0	2	0
82. SERVICE/MAINTENANCE	2	1	0	0	0	0	0	1	0	0	2	0
83. TOTAL NEW HIRES (LINES 75 - 82)		94	66	0	0	0	3	25	0	0	0	0

EEOC FORM 164, FEB 97 (Previous Editions are Obsolete)

REMARKS: (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)

LIST AGENCIES INCLUDED ON THIS FORM

accompanying instructions. (Willfully false statements on this report are punishable by law, US Code,

NAME OF PERSON TO CONTACT REGARDING THIS FORM:
Sheila Cozzie

TITLE: Civil Rights Bureau Chief

ADDRESS (Number and Street, City, State, Zip Code) 2701
Prospect Avenue Helena, MT 59620

TELEPHONE NUMBER: 406-444-6335

Extension:

Fax Number: 406-444-7685

Date: February 14, 2007

TYPED NAME/TITLE OF AUTHORIZED OFFICIAL:

SIGNATURE:

E-Mail: scozzie@mt.gov

Jim Lynch
Director

Utilization Analysis

MDT made a comparison between the race/sex composition of its workforce, occupational category and job title to that of the relevant labor market area utilizing the 2000 US census data.

Officials/Administrators

This job category shows underutilization in only one category, white female. While this category is underrepresented by two white females we have made no goals for Officials/Administrators. The reason for this is that the vacancies occur very rarely and we are not anticipating any openings during the five year period.

Professionals

The professional job category shows underutilization in several areas. The most significant would be white females, which are underrepresented by 52 positions. Because of this, MDT has set aggressive goals for white females over the next five years. Based on the expected number of vacancies during the AAP period, MDT hopes to add 25 additional white females.

Hispanic females are the next highest rate of underutilization. This category is underrepresented by 7 positions. A review of the applicant flow shows that MDT received only four applications from Hispanic females out of the total 614 received in the professional category (.6%). MDT will target employment sources that may be able to assist in increasing the number of applications received. However, MDT believes over the five year period, this goal can be met.

Native American females are underutilized by 6 positions. Again, applicant flow analysis indicates that MDT received only 7 applications out of the 614 total, representing only 1.1%. MDT must be proactive to increase the number of applications received or parity cannot be reached. In spite of that, MDT has projected to add 5 Native American females over the next five years.

Hispanic males have the next highest rate of underutilization, being short 4 for parity. Applications received from Hispanic males in this category are also very low, with a total of 3 received out of 614. Utilizing aggressive recruitment efforts, MDT projects to increase this by 3 over the next five year period.

Asian males and females are both underrepresented by 2. The number of applicants received in this category from Asian applicants was 7 representing 1.1% of the total. Again applications from Asian individuals must be increased to ensure parity. MDT has projected to meet this goal during the five year period.

Native American males are underrepresented by 1. They represent the largest number of applications received from minorities with a total of 16. Given this information, MDT believes this goal will be met over the next five years.

Technicians

Technicians are underrepresented for both Native American males and females. Again a review of the applicant flow indicated that there were 21 applications out of 335 submitted by these individuals, which is 6.2%. Given this is about the number of Native Americans in the labor market, MDT will look at its recruitment process for Technicians to ensure there are no barriers. (Please see Action Items for 2009, page 21.)

Protective Services

Like Technicians, Protective Services shows underutilization in the Native American population. However, MDT received 6 applications in this category from Native American. This represents approximately 6.8% of the total received. The labor market indicated a total of 12.5% availability. MDT projects to increase Native American representation in Protective Services by 8 over the next five years.

Administrative Support

There are no issues with underrepresentation in this category.

Skilled Craft

This category is underutilized in Black males, Hispanic males, Native American males, white females and Hispanic females.

Female unrepresentative is 16 for Whites and 1 for Hispanic. This is a concern for MDT as we received no applications from White females in this category and only one from Hispanic females. Therefore, the goal in this category for females is conservative over the next five years. MDT will work with employment sources representing females to ensure a larger applicant pool.

MDT did receive 27 applications from Native American males during the period. Of those 27, three were hired, at a rate of 9%, which was the highest hiring rate obtained in the category. Currently Native American males are underrepresented by 5. MDT expects to reach parity over the five year period.

Currently Hispanic males and Black males are underrepresented by 7 and 1 respectively. Unfortunately, no applications were received during the year from either of these groups. MDT has set goals for both of these races and should meet these goals.

Service Maintenance

Service Maintenance is underrepresented in five sections including Hispanic male (1), Native American male (2), White female (1), Hispanic female (1) and Native American Female (2).

MDT had eight vacancies in this category during the year, yet received only one female application and two minority applications.

In order to ensure goals established are reached during this period, MDT must significantly increase its effort to encourage minority applicants to apply for vacancies. MDT will make better use of its referral source listing that is maintained with minority and women entities that assist in securing employment for these individuals.

UTILIZATION ANALYSIS REPORT

Job Category	Total Workforce	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators											
Current # Workforce	19	19	0	0	0	0	3	0	0	0	0
% in Category		84.21%	0.00%	0.00%	0.00%	0.00%	15.79%	0.00%	0.00%	0.00%	0.00%
% of Avail			0.1%	0.5%	0.5%	0.5%	26.7%	0.0%	0.2%	0.5%	0.4%
% Utilization			-0.1%	-0.5%	-0.5%	-0.1%	-10.9%	0.0%	-0.2%	-0.5%	-0.1%
Under-utilized (Yes/No)			N	N	N	N	Y	N	N	N	N
# Needed to Reach Parity			0	0	0	0	Y	0	0	0	0
Professional											
Current # Workforce	950	698	0	2	11	0	225	0	1	0	2
% in Category		73.47%	0.00%	0.21%	1.16%	0.00%	23.68%	0.00%	0.11%	0.00%	0.21%
% of Avail			0.1%	0.3%	0.1%	0.1%	29.2%	0.0%	0.3%	1.2%	0.4%
Utilization			-0.1%	-0.1%	-0.1%	0.2%	-0.5%	0.0%	-0.2%	-0.5%	-0.2%
Under-utilized (Yes/No)			N	Y	Y	N	Y	N	Y	Y	0
# Needed to Reach Parity			0	Y	0	Y	52	0	Y	6	0
Technicians											
Current # Workforce	212	103	0	1	1	0	99	0	3	0	2
% in Category		48.58%	0.47%	0.47%	0.80%	0.00%	46.70%	0.00%	1.42%	0.00%	0.47%
% of Avail			0.1%	0.1%	0.5%	0.0%	10.0%	0.0%	0.1%	0.0%	0.3%
Utilization			0.1%	0.1%	-0.5%	0.3%	27.2%	0.0%	1.2%	-0.5%	0.2%
Under-utilized (Yes/No)			N	Y	Y	N	N	N	N	Y	N
# Needed to Reach Parity			0	0	10	0	0	0	6	2	0
Protective Service											
Current # Workforce	103	85	0	0	0	0	15	0	0	0	2
% in Category		82.52%	0.00%	0.00%	0.00%	0.00%	14.56%	0.00%	0.00%	0.47%	0.00%
% of Avail			0.1%	0.1%	1.00%	0.3%	10.0%	0.1%	0.2%	2.5%	0.3%
Utilization			-0.1%	0.3%	-11.0%	1.2%	0.3%	-0.1%	-0.2%	-0.5%	0.4%
Under-utilized (Yes/No)			N	N	0	N	N	N	N	Y	N
# Needed to Reach Parity			0	0	6	0	0	0	0	2	0
Administrative Support											
Current # Workforce	34	0	0	0	0	0	27	0	0	0	2
% in Category		14.71%	0.00%	0.00%	0.00%	0.00%	79.41%	0.00%	2.94%	2.94%	0.00%
% of Avail			0.1%	0.2%	0.3%	0.2%	78.3%	0.1%	1.2%	0.1%	0.2%
Utilization			-0.1%	-0.1%	-0.5%	-0.2%	1.2%	-0.1%	1.7%	-0.5%	-0.2%
Under-utilized (Yes/No)			N	N	N	N	N	N	N	N	N
# Needed to Reach Parity			0	0	52	0	0	0	0	0	0

UTILIZATION ANALYSIS REPORT												
Job Category	Total Workforce	Males					Females					
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI	
Skilled Craft	Current # Workforce	731	672	●	●	35	●	18	0	0	●	0
	% in Category		91.93%	0.14%	0.14%	4.79%	0.14%	●00%	0.00%	0.00%	0.14%	0.00%
	% of Avail			4.1%	4.1%	4.1%	4.1%	0.7%	0.7%	0.2%	0.2%	0.0%
	Utilization			0.7%	-1.3%	0.7%	0.7%	-0.1%	0.7%	-0.2%	-0.1%	0.0%
	Under-utilized (Yes/No)			Y	Y	Y	N	Y	N	Y	N	N
# Needed to Reach Parity				1	7	●	0	16	0	●	0	0
Service/Maintenance	Current # Workforce	67	58	0	0	2	0	●	0	0	0	0
	% in Category		86.57%	0.00%	0.00%	●00%	0.00%	10.45%	0.00%	0.00%	0.00%	0.00%
	% of Avail			4.1%	1.3%	3.1%	0.2%	11.9%	4.1%	1.1%	2.6%	0.0%
	Utilization			-0.1%	-1.3%	-0.1%	-0.2%	-1.1%	-0.1%	-1.1%	-2.6%	-0.3%
	Under-utilized (Yes/No)			N	Y	Y	Y	N	N	●	Y	N
# Needed to Reach Parity				0	1	2	0	●	0	●	0	0

Goal Setting

MDT has conducted a utilization analysis. This analysis outlines when there fewer minorities or females in a particular job group than would be expected given their availability in the labor market. The following represents how MDT determined the goals in underutilized categories for the period covered in this AAP.

Officials

White Females

Number of Underutilized	2
Number of anticipated vacancies in plan year	0
Number years planned to reach ultimate goal	5
Annual Placement Goal	0

Because of the small number of officials (19) in our workforce and nonexistent turnover, MDT has not set any goals for the five year period.

Professionals

Hispanic Males

Number of Underutilized	4
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	5
Annual Placement Goal	1

Native American Males

Number of Underutilized	1
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Asian Males

Number of Underutilized	2
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

White Females

Number of Underutilized	52
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	5
Annual Placement Goal	10

Hispanic Females

Number of Underutilized	7
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	5
Annual Placement Goal	1

Native American Females

Number of Underutilized	6
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	5
Annual Placement Goal	1

Professionals (cont'd)

Asian Females

Number of Underutilized	2
Number of anticipated vacancies in plan year	15
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

Technicians

Native American Males

Number of Underutilized	10
Number of anticipated vacancies in plan year	5
Number years planned to reach ultimate goal	5
Annual Placement Goal	2

Native American Females

Number of Underutilized	2
Number of anticipated vacancies in plan year	5
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

Protective Service

Native American Males

Number of Underutilized	11
Number of anticipated vacancies in plan year	6
Number years planned to reach ultimate goal	5
Annual Placement Goal	2

Native American Females

Number of Underutilized	2
Number of anticipated vacancies in plan year	6
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

Administrative Services - There is no underutilization in this category.

Skilled Craft

Black Males

Number of Underutilized	1
Number of anticipated vacancies in plan year	18
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Hispanic Males

Number of Underutilized	7
Number of anticipated vacancies in plan year	18
Number years planned to reach ultimate goal	5
Annual Placement Goal	2

Native American Males

Number of Underutilized	5
Number of anticipated vacancies in plan year	18
Number years planned to reach ultimate goal	5
Annual Placement Goal	1

Skilled Craft (cont'd)

White Females

Number of Underutilized	16
Number of anticipated vacancies in plan year	18
Number years planned to reach ultimate goal	5
Annual Placement Goal	3

Hispanic Females

Number of Underutilized	1
Number of anticipated vacancies in plan year	18
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Service/Maintenance

Hispanic Males

Number of Underutilized	1
Number of anticipated vacancies in plan year	10
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Native American Males

Number of Underutilized	2
Number of anticipated vacancies in plan year	10
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

White Females

Number of Underutilized	1
Number of anticipated vacancies in plan year	10
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Hispanic Females

Number of Underutilized	1
Number of anticipated vacancies in plan year	10
Number years planned to reach ultimate goal	1
Annual Placement Goal	1

Native American Females

Number of Underutilized	2
Number of anticipated vacancies in plan year	10
Number years planned to reach ultimate goal	2
Annual Placement Goal	1

STA 5 Year Projected Goals

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2009										
Professional				1	1	1			1		1
Technicians					2						1
Protective Service					2						1
Para-Professionals											
Administrative Support											
Skilled Craft			1	1	1		3			1	
Service/Maintenance				1	1		1		1	1	

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2010										
Professional				1		1			1		1
Technicians					2						1
Protective Service					2						1
Para-Professionals											
Administrative Support											
Skilled Craft				1	1		3				
Service/Maintenance					1	1					1

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2011										
Professional				1					1		1
Technicians					2		10				
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft				1	1		3				
Service/Maintenance											

STA 5 Year Projected Goals											
Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2012										
Professional				1			10		1		1
Technicians					2						
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft				2	1		3				
Service/Maintenance											

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2013										
Professional							10		1		1
Technicians					2						
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft				2	1		3				
Service/Maintenance											

Complaint Analysis

MDT has developed and implemented complaint procedures for employees and applicants to file allegations of discrimination to an impartial body.

The EEO/Affirmative Action Office has overall responsibility for the process. Other MDT staff that may be assigned responsibilities include members of the Civil Rights Bureau, management and supervisors, and legal staff.

These procedures provide for informal and formal complaint resolution. Informal complaints are complaints handled between the complainant and the alleged perpetrator.

Formal complaint procedures outline the process for conducting an investigation into the complaints. These procedures include outlined timelines for various stages in the process. In addition, the procedures instruct the complaining individual on the various steps that will be taken to include, but is not limited to, interviewing witnesses; reviewing hard copy information (such as personnel files, training records, safety records, and other disciplinary actions); gathering any other information related to the complaint, and completing a detailed written report to include a finding of "cause" or "no cause" along with recommendations for relief as appropriate.

Also included in the procedures are other avenues for complainants to file. These include the State Human Rights Bureau and the EEOC.

The complaint procedures are distributed to all employees. They also can be found on the STA's intranet in addition to being posted at each state location and office.

A strong statement with regard to retaliation against any individual filing or participating in a complaint is also addressed, along with sanctions for any person found guilty of retaliation.

The following is the EEO Complaint Analysis Report for the calendar year 2008. MDT received a total of 8 complaints, three for sexual harassment, two for hostile work environment, one for discrimination, one for retaliation, and one for disability. Of those 8, seven were investigated through MDT's internal process and ended with a "no cause" finding on each. One complaint is still pending with the Montana Human Rights Bureau.

EEO COMPLAINT ANALYSIS REPORT

Period: 01/01/08 to 12/31/08

#	Issue	Race	Gender	Agency Filed With			Race	Gender (Sex)	Age	Disability	National Origin	Religion	Sex	Harassment	Color	Political	Retaliation	Status/Comments	Investigating Entity
				STA	OEES	EEOC													
				MMDDYY	MMDDYY	MMDDYY													
1	Harassment	A	F	1/3/2008									X				No cause finding. Training provided.	MDT CRB	
2	Harassment	A	F	1/3/2008									X				No cause finding. Training provided.	MDT CRB	
3	Harassment	A	F	4/11/2008									X				No cause finding.	MDT CRB	
4	Hostile Work	A	M	4/29/2008					X								No cause finding.	MDT CRB	
5	Hostile Work	A	M	5/13/2008					X								No cause finding.	MDT CRB	
6	Discrimination	A	F	6/30/2008					X				X				No cause finding.	MDT CRB	
7	Retaliation	A	M	7/8/2008						X						X	No cause finding. Safety issue.	MDT CRB	
8	Disability	A	F	7/9/2008	12/10/2007		X										Pending.	MT HRB	

Legend

A = White
 B = Black
 C = Hispanic
 D = Asian
 E = American Indian
 U = Unknown Race

Applicant Flow/Four Fifths Rule Analysis

Applicant flow information indicates that MDT vacancy announcements attract very few minorities and women. Applications received from minorities and women are well below those received by white male applicants. This is an issue MDT is researching (see Action Items for 2009 on page 21.)

Eighty-six applications were received from Native Americans. This represented almost 5% of the total applications, an increase over 2007 at 3.5% and 2006 at 2%.

The four-fifths rule analysis is used to determine if there is evidence of an adverse impact on any racial/ethnic or gender groups. If any of these groups have a selection rate, promotion rate, training rate, or termination rate of less than 80% (4/5) there may be evidence of adverse impact.

MDT conducted a four-fifths rule analysis on new hires, promotions, training, and terminations. We were unable to provide the analysis on demotions, disciplinary actions and layoffs/recalls. MDT did not have any layoffs during the 2008 calendar year, therefore analysis was not necessary. In addition, we did not have the capability to track demotions and disciplinary actions. However, we have implemented a procedure for gathering this data and it will be included with the annual update.

Because of the small number of minorities and women in our Agency, some of the statistics might be misrepresented. For example, if we have two Asian professionals and one is promoted, that category has a promotion rate of 50%. This causes all other categories to show they were adversely impacted. Although no other category was promoted at 50%, several categories had many promotions. Therefore, adverse impact may not have occurred and MDT will consider these circumstances on a case-by-case basis.

APPLICANT FLOW

Job Category ↓	Month of <u>JANUARY</u>										Year to Date <u>JANUARY</u>									
	White					Minority					White					Minority				
	Males		Females			Males		Females			Males		Females			Males		Females		
	M	F	B	AS/PI	AI/AN	Hisp	AA	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	44	20	0	1	0	0	0	0	0	1	44	20	0	1	0	0	0	0	0	1
TECHNICIANS	8	18	0	0	0	0	0	1	1	0	8	18	0	0	0	0	0	1	1	0
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE/CLERICAL	2	12	0	0	0	0	0	0	0	2	2	12	0	0	0	0	0	0	0	2
SKILLED CRAFT	6	0	0	0	1	0	0	0	0	0	6	0	0	0	1	0	0	0	0	0
SERVICE/MAINT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	60	50	0	1	1	0	0	1	3	1	60	50	0	1	1	0	0	1	3	1

Mail-in applications and resumes with race and sex unknown is 1 for the month of JANUARY. Year to date is 1.
 Applications received denoting handicapped is _____ for the month of _____. Year to date is _____.
 Applications received denoting disabled veteran is _____ for the month of _____. Year to date is _____.
 Applications received denoting veteran of the Vietnam is _____ for the month of _____. Year to date is _____.

Total applications for month of JANUARY 2008 is 118.
 Total applications year to date 118.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender-Race cause totals to be out of line.

APPLICANT FLOW																
Month of <u>FEBRUARY</u>										Year to Date <u>JANUARY-FEBRUARY</u>						
Job Category ↓	White			Minority				White			Males			Females		
				Males		Females					Males		Females		Females	
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	43	33	0	0	2	0	0	87	53	0	0	0	0	1	1	1
TECHNICIANS	9	3	0	0	0	0	0	17	21	0	0	0	0	1	1	2
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE/CLERICAL	4	18	0	0	0	0	0	1	6	30	0	0	0	0	0	3
SKILLED CRAFT	4	0	0	0	0	0	0	10	0	0	0	0	0	0	0	0
SERVICE/MAINT	28	1	0	0	2	1	0	28	1	0	0	0	0	2	1	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	88	55	0	0	4	1	0	148	105	0	0	6	1	0	2	6

Mail-in applications and resumes with race and sex unknown is 5 for the month of FEBRUARY. Year to date is 6.

Applications received denoting handicapped is for the month of . Year to date is .

Applications received denoting disabled veteran is for the month of . Year to date is .

Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of FEBRUARY 2008 is 158.

Total applications year to date 276.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW																						
		Month of <u>MARCH</u>										Year to Date <u>JANUARY-MARCH</u>										
	Job Category ↓	White		Minority								White		Males				Females				
		M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	
	OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	PROFESSIONALS	5	3	0	0	1	0	0	0	0	0	92	56	0	0	0	4	0	1	1	1	
	TECHNICIANS	9	3	0	0	1	0	0	1	0	0	26	24	0	0	0	1	0	2	2	0	
	PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	OFFICE/CLERICAL	12	10	0	0	0	1	0	0	1	0	18	40	0	0	0	0	1	0	4	1	
	SKILLED CRAFT	4	0	0	0	1	0	0	0	0	0	14	0	0	0	0	2	0	0	0	0	
	SERVICE/MAINT	14	1	0	0	1	0	0	0	0	0	42	2	0	0	0	3	1	0	0	0	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Totals	44	17	0	0	4	1	0	1	0	1	0	192	122	0	0	10	2	0	3	7	2

Mail-in applications and resumes with race and sex unknown is 3 for the month of MARCH. Year to date is 9.

Applications received denoting handicapped is for the month of . Year to date is .

Applications received denoting disabled veteran is for the month of . Year to date is .

Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of MARCH 2008 is 71.

Total applications year to date 347.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW																
Month of <u>APRIL</u>										Year to Date <u>JANUARY-APRIL</u>						
Job Category	White			Minority						White			Minority			
				Males			Females						Males		Females	
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	40	1	0	0	0	0	0	0	0	0	132	57	0	0	1	1
TECHNICIANS	31	5	1	0	2	0	0	0	0	1	57	29	1	0	2	1
PROTECTIVE SERVICES	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
OFFICE/CLERICAL	2	11	1	0	0	0	0	0	2	0	20	51	1	0	0	1
SKILLED CRAFT	39	0	0	0	1	0	0	0	0	0	53	0	0	0	0	0
SERVICE/MAINT	21	0	0	0	0	0	0	0	0	0	63	2	0	0	3	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	134	17	2	0	3	0	0	0	3	1	326	139	2	0	3	10

Mail-in applications and resumes with race and sex unknown is 5 for the month of APRIL. Year to date is 14.

Applications received denoting handicapped is for the month of . Year to date is .

Applications received denoting disabled veteran is for the month of . Year to date is .

Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of APRIL 2008 is 165.

Total applications year to date 512.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW

Job Category	Month of <u>MAY</u>										Year to Date <u>JANUARY-MAY</u>															
	White					Minority					White					Minority										
						Males										Females					Males					Females
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	37	5	0	0	0	1	0	0	0	0	169	62	0	0	0	4	1	0	1	1	1	1	1	0	1	1
TECHNICIANS	51	12	4	3	4	6	0	1	4	0	108	41	5	3	7	6	0	3	6	1	3	6	0	3	6	1
PROTECTIVE SERVICES	45	11	0	0	1	0	0	0	1	2	46	11	0	0	1	0	0	0	0	2	2	2	0	0	2	2
OFFICE/CLERICAL	3	4	0	0	0	0	0	1	0	0	23	55	1	0	0	0	1	0	1	6	1	6	1	0	1	6
SKILLED CRAFT	18	0	0	0	2	0	0	0	0	0	71	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0
SERVICE/MAINT	0	0	0	0	0	0	0	0	0	0	63	2	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	154	32	4	3	7	7	0	2	5	2	480	171	6	3	20	9	0	5	15	5	5	15	5	5	15	5

Mail-in applications and resumes with race and sex unknown is 17 for the month of MAY. Year to date is 31.

Applications received denoting handicapped is ____ for the month of _____. Year to date is _____.

Applications received denoting disabled veteran is ____ for the month of _____. Year to date is _____.

Applications received denoting veteran of the Vietnam is ____ for the month of _____. Year to date is _____.

Total applications for month of MAY 2008 is 233.

Total applications year to date 745.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line - see data columns on next page

APPLICANT FLOW																		
Month of <u>JUNE</u>										Year to Date <u>JANUARY-JUNE</u>								
	White			Minority					White	Minority					Males		Females	
	Job Category ↓	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	55	27	0	3	2	0	0	0	1	4	0	224	89	0	3	6	1	5
TECHNICIANS	16	4	1	0	0	0	0	0	0	0	0	124	45	6	3	7	6	1
PROTECTIVE SERVICES	30	1	0	0	2	0	0	0	0	1	0	76	12	0	0	3	0	3
OFFICE/CLERICAL	0	0	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	6
SKILLED CRAFT	71	0	0	0	3	0	0	0	0	0	0	142	0	0	0	8	0	0
SERVICE/MAINT	3	0	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	175	32	1	3	7	0	0	0	1	5	0	655	203	7	6	27	9	20
																		5

Mail-in applications and resumes with race and sex unknown is 2 for the month of JUNE. Year to date is 33.

Applications received denoting handicapped is _____ for the month of _____. Year to date is _____.

Applications received denoting disabled veteran is _____ for the month of _____. Year to date is _____.

Applications received denoting veteran of the Vietnam is _____ for the month of _____. Year to date is _____.

Total applications for month of JUNE 2008 is 226.

Total applications year to date 971.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW

Job Category ↓	Month of <u>JULY</u>										Year to Date <u>JANUARY-JULY</u>									
	White					Minority					White					Minority				
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	65	25	0	0	2	0	0	1	1	0	289	114	0	3	8	1	0	3	6	1
TECHNICIANS	23	33	0	0	0	0	0	0	0	1	147	78	6	3	7	6	0	3	7	1
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	76	12	0	0	3	0	0	0	3	2
OFFICE/CLERICAL	0	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	0	1	6	1
SKILLED CRAFT	55	0	0	0	10	0	0	0	0	1	197	0	0	0	18	0	0	0	0	1
SERVICE/MAINT	0	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	143	58	0	0	12	0	0	1	2	1	798	261	7	6	39	9	0	7	22	6

Mail-in applications and resumes with race and sex unknown is 5 for the month of JULY. Year to date is 38.
 Applications received denoting handicapped is for the month of . Year to date is .
 Applications received denoting disabled veteran is for the month of . Year to date is .
 Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of JULY 2008 is 222.
 Total applications year to date 1193.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW

Job Category ↓	Month of <u>AUGUST</u>										Year to Date <u>JANUARY-AUGUST</u>															
	White		Minority					White		Minority					Males		Minority					Females				
			Males		Females					Males		Females														
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	59	13	0	0	6	1	1	1	1	0	348	127	0	3	14	2	1	4	7	1	0	0	4	7	1	0
TECHNICIANS	12	42	1	1	0	0	0	0	1	0	159	120	7	4	7	6	0	3	8	1	0	0	3	8	1	0
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	76	12	0	0	3	0	0	0	3	2	0	0	0	3	2	0
OFFICE/CLERICAL	0	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	0	1	6	1	0	0	1	6	1	0
SKILLED CRAFT	11	1	0	0	0	0	0	0	0	0	208	1	0	0	18	0	0	0	0	1	0	0	0	0	1	0
SERVICE/MAINT	0	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	82	56	1	1	6	1	1	1	2	0	880	317	8	7	45	10	1	8	24	6						

Mail-in applications and resumes with race and sex unknown is 4 for the month of AUGUST. Year to date is 42.
 Applications received denoting handicapped is ____ for the month of _____. Year to date is _____.
 Applications received denoting disabled veteran is ____ for the month of _____. Year to date is _____.
 Applications received denoting veteran of the Vietnam is ____ for the month of _____. Year to date is _____.

Total applications for month of AUGUST 2008 is 155.
 Total applications year to date 1348.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW

		Month of <u>SEPTEMBER</u>										Year to Date <u>JANUARY-SEPTEMBER</u>									
		White		Minority				Males		Females		White		Minority				Males		Females	
Job Category		M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS		21	6	0	0	2	1	0	0	0	0	369	133	0	3	16	3	1	4	7	1
TECHNICIANS		3	53	0	0	2	0	0	0	4	2	162	173	7	4	9	6	0	3	12	3
PROTECTIVE SERVICES		0	0	0	0	0	0	0	0	0	0	76	12	0	0	3	0	0	0	3	2
OFFICE/CLERICAL		0	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	0	1	6	1
SKILLED CRAFT		52	0	0	0	2	0	0	0	0	0	260	1	0	0	20	0	0	0	0	1
SERVICE/MAINT		0	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals		76	59	0	0	6	1	0	0	4	2	956	376	8	7	51	11	1	8	28	8

Mail-in applications and resumes with race and sex unknown is 4 for the month of SEPTEMBER. Year to date is 46.

Applications received denoting handicapped is for the month of . Year to date is .

Applications received denoting disabled veteran is for the month of . Year to date is .

Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of SEPTEMBER 2008 is 152.

Total applications year to date 1500.

Legend:

M - Male

F - Female

B - Blacks/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW																					
Month of <u>OCTOBER</u>										Year to Date <u>JANUARY-OCTOBER</u>											
	Job Category ↓	White		Minority						White		Minority									
				Males			Females					Males			Females						
		M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
	OFFICIALS/ADMIN	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	PROFESSIONALS	38	19	0	0	0	0	0	0	2	407	152	0	3	16	3	1	4	7	3	
	TECHNICIANS	0	0	0	0	0	0	0	0	0	162	173	7	4	9	6	0	3	12	3	
	PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	76	12	0	0	3	0	0	0	3	2	
	OFFICE/CLERICAL	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	0	1	6	1	
	SKILLED CRAFT	131	5	0	0	5	0	0	0	0	391	6	0	0	25	0	0	0	0	1	
	SERVICE/MAINT	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0	0	0	0	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Totals	169	24	0	0	5	0	0	0	2	###	400	8	7	56	11	1	8	28	10	

Mail-in applications and resumes with race and sex unknown is 7 for the month of OCTOBER. Year to date is 53.
 Applications received denoting handicapped is ____ for the month of _____. Year to date is _____.
 Applications received denoting disabled veteran is ____ for the month of _____. Year to date is _____.
 Applications received denoting veteran of the Vietnam is ____ for the month of _____. Year to date is _____.

Total applications for month of OCTOBER 2008 is 207.
 Total applications year to date 1707.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

APPLICANT FLOW																							
Month of <u>NOVEMBER</u>												Year to Date <u>JANUARY-NOVEMBER</u>											
Job Category ↓	White			Minority									White			Minority							
				Males			Females						Males			Females							
	M	F		B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F		B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	
OFFICIALS/ADMIN	0	0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONALS	24	31		0	0	0	0	0	0	0	1	431	183		0	3	16	3	1	4	7	4	
TECHNICIANS	0	0		0	0	0	0	0	0	0	0	162	173		7	4	9	6	0	3	12	3	
PROTECTIVE SERVICES	0	0		0	0	0	0	0	0	0	0	76	12		0	0	3	0	0	0	3	2	
OFFICE/CLERICAL	0	0		0	0	0	0	0	0	0	0	23	55		1	0	0	1	0	1	6	1	
SKILLED CRAFT	2	0		0	0	0	0	0	0	0	0	393	6		0	0	25	0	0	0	0	1	
SERVICE/MAINT	0	0		0	0	0	0	0	0	0	0	66	2		0	0	3	1	0	0	0	0	
	0	0		0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	
	0	0		0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0	0	
Totals	26	31		0	0	0	0	0	0	0	1	1151	431		8	7	56	11	1	8	28	11	

Mail-in applications and resumes with race and sex unknown is 0 for the month of NOVEMBER. Year to date is 53.
 Applications received denoting handicapped is for the month of . Year to date is .
 Applications received denoting disabled veteran is for the month of . Year to date is .
 Applications received denoting veteran of the Vietnam is for the month of . Year to date is .

Total applications for month of NOVEMBER 2008 is 58.
 Total applications year to date 1765.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender Race cause totals to be out of line.

APPLICANT FLOW

Job Category ↓	Month of <u>DECEMBER</u>										Year to Date <u>JANUARY-DECEMBER</u>									
	White					Minority					White					Minority				
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	431	183	0	3	16	3	1	4	7	4
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	162	173	7	4	9	6	0	3	12	3
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	76	12	0	0	3	0	0	0	3	2
OFFICE/CLERICAL	0	0	0	0	0	0	0	0	0	0	23	55	1	0	0	1	0	1	6	1
SKILLED CRAFT	15	0	0	0	2	0	0	0	0	0	408	6	0	0	27	0	0	0	0	1
SERVICE/MAINT	0	0	0	0	0	0	0	0	0	0	66	2	0	0	3	1	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	15	0	0	0	2	0	0	0	0	0	1166	431	8	7	58	11	1	8	28	11

Mail-in applications and resumes with race and sex unknown is 1 for the month of DECEMBER. Year to date is 54.
 Applications received denoting handicapped is _____ for the month of _____. Year to date is _____.
 Applications received denoting disabled veteran is _____ for the month of _____. Year to date is _____.
 Applications received denoting veteran of the Vietnam is _____ for the month of _____. Year to date is _____.

Total applications for month of DECEMBER 2008 is 18.
 Total applications year to date 1783.

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

Please note the existence of Unknown Gender/Race cause totals to be out of line.

TECHNICAL ASSISTANCE WORKSHEET PERSONNEL ACTIVITY ANALYSIS

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	Black	AS/PI	AI/AN	Hisp	Black	AS/PI	AI/AN	Hisp
Officials/Managers	Applications	0	0	0	0	0	0	0	0	0	0	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	0	0	0	0	0	0	0	0	0	0	0
	Promotions	0	0	0	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	0	1	1	0	0	0	0	0	0	0	0
	Training	19	16	0	0	0	0	0	0	0	0	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	21	17	0	0	0	0	0	0	0	0	0
Professionals	Applications	652	453	199	0	3	16	3	1	0	7	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	34	20	14	0	0	0	0	0	0	0	0
	Promotions	39	27	12	0	0	1	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	57	40	17	0	0	1	0	0	0	0	0
	Training	800	603	197	0	5	11	2	0	1	4	1
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	1582	453	199	0	8	29	5	1	5	11	5
Technicians	Applications	379	188	191	7	4	9	6	0	3	12	3
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	22	14	8	0	0	1	0	0	0	0	0
	Promotions	18	3	15	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	27	16	11	0	0	0	0	0	0	0	0
	Training	208	106	102	0	0	2	1	0	1	0	2
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	654	327	327	7	4	12	7	0	4	12	5
Protective Services	Applications	96	79	17	0	0	3	0	0	0	3	2
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	10	9	1	0	0	0	0	0	0	0	0
	Promotions	1	1	0	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	7	5	2	0	0	0	0	0	0	0	0
	Training	103	87	16	0	1	0	1	0	0	1	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	217	181	36	0	1	3	1	0	0	4	2

TECHNICAL ASSISTANCE WORKSHEET PERSONNEL ACTIVITY ANALYSIS

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	Black	AS/PI	AI/AN	Hisp	Black	AS/PI	AI/AN	Hisp
Administrative Support	Applications	91	28	63	1	0	3	1	0	0	0	1
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	1	0	0	0	0	0	0	0	0	0	0
	Promotions	0	1	1	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	1	0	1	0	0	0	0	0	0	0	0
	Training	13	0	11	0	0	0	0	0	0	1	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	108	31	77	1	0	3	1	0	0	7	1
Skilled Craft Workers	Applications	439	432	7	0	0	24	0	0	0	0	1
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	25	25	0	0	0	2	0	0	0	0	0
	Promotions	54	54	0	0	0	3	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	37	37	0	0	0	0	0	0	0	0	0
	Training	661	643	18	1	1	33	2	0	0	1	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	1216	1191	25	1	1	62	2	0	0	1	1
Service/Maintenance	Applications	72	70	2	0	0	3	1	0	1	0	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	2	1	1	0	0	0	0	0	0	0	0
	Promotions	9	8	1	0	0	1	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	4	3	1	0	1	1	0	0	0	0	0
	Training	65	59	6	0	0	1	0	0	0	0	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	152	141	11	0	1	6	1	0	1	0	0
TOTALS	Applications	1729	1250	479	8	7	58	11	1	8	28	11
	Job Offers	94	69	25	0	0	3	0	0	0	0	0
	New Hires	94	69	25	0	0	3	0	0	0	0	0
	Promotions	123	94	29	0	0	5	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	135	102	33	0	1	2	0	0	0	0	0
	Training	1869	1516	353	1	7	47	6	0	2	7	3
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	0	3100	944	9	15	118	17	1	10	35	14

TOTAL TRAINING HOURS ANALYSIS

EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Total Males	
Officials/ Administrators	810	0	0	0	13	823	3,171	0	0	0	0	3,171	3,994
Professionals	6,090	0	81	0	79	6,250	21,847	0	10	220	166	22,243	28,493
Technicians	3,038	0	96	28	0	3,162	3,292	0	108	0	86	3,486	6,648
Protective Service	1,562	0	0	0	197	1,759	5,902	0	193	22	0	6,117	7,876
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	403	0	0	0	16	419	7	0	0	0	0	7	426
Skilled Craft	315	0	0	0	24	339	15,152	25	45	26	840	16,088	16,427
Service/Maintenance	47	0	0	0	0	47	1,097	0	0	0	2	1,099	1,146
Total Count	12,265	0	177	28	329	12,799	50,468	25	356	268	1,094	52,211	65,010

	Number	Percent
TOTAL MINORITIES =	2,277	3.5%
TOTAL FEMALES =	12,799	19.7%

TOTAL TRAINING PARTICIPANTS ANALYSIS

EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Total Males	
Officials/ Administrators	28	0	0	0	1	29	130	0	0	0	0	130	159
Professionals	191	0	1	1	4	197	585	0	2	5	11	603	800
Technicians	119	0	2	2	0	123	116	0	1	0	2	119	242
Protective Service	17	0	0	0	1	18	87	0	1	1	0	89	107
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	10	0	0	0	1	11	2	0	0	0	0	2	13
Skilled Craft	17	0	0	0	1	18	606	1	2	1	33	643	661
Service/Maintenance	6	0	0	0	0	6	58	0	0	0	1	59	65
Total Count	388	0	3	3	8	402	1,584	1	6	7	47	1,645	2,047

	Number	Percent
TOTAL MINORITIES =	75	3.7%
TOTAL FEMALES =	402	19.6%

Training Participants - Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/31/08

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	16	3	16	3	0	0	0	0	0	0	0	0
Total Participants	16	3	16	3	0	0	0	0	0	0	0	0
Training Rate	100.00%	100.00%	100.00%	100.00%								
Ratio to Highest Rate	1.00	1.00	1.00	1.00								
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80								
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	717	233	698	225	0	0	2	1	6	2	11	5
Total Participants	603	197	585	191	0	0	2	1	5	1	11	0
Training Rate	84.10%	84.55%	83.81%	84.89%			100.00%	100.00%	83.33%	50.00%	100.00%	80.00%
Ratio to Highest Rate	0.84	0.85	0.84	0.85			1.00	1.00	0.83	0.50	1.00	0.80
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80			> .80	> .80	> .80	> .80	> .80	> .80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	109	103	103	99	1	0	1	3	0	1	1	0
Total Participants	106	102	103	99	0	0	1	2	0	1	2	0
Training Rate	97.25%	99.03%	100.00%	100.00%	0.00%	0.00%	100.00%	66.67%		100.00%	50.00%	
Ratio to Highest Rate	0.97	0.99	1.00	1.00	0.00	0.00	1.00	0.67		1.00	0.50	
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	<.80	<.80	>.80	<.80		>.80	>.80	
Adverse Impact (Yes/No)	N	N	N	N	Y	N	N	Y	N	N	Y	N

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	87	16	85	15	0	0	1	0	1	0	0	1
Total Participants	87	16	85	15	0	0	1	0	1	0	0	1
Training Rate	100.00%	100.00%	100.00%	100.00%			100.00%		100.00%			100.00%
Ratio to Highest Rate	1.00	1.00	1.00	1.00			1.00		1.00			1.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	>.80	>.80	>.80	>.80	>.80	>.80	>.80	>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Training Participants - Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/31/08

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	5	29	5	27	0	0	0	1	0	0	0	1
Total Participants	2	11	2	10	0	0	0	0	0	0	0	1
Training Rate	40.00%	37.93%	40.00%	37.04%				0.00%				100.00%
Ratio to Highest Rate	0.40	0.38	0.40	0.37				0.00				1.00
4/5 Rule 80% of Base	<.80	<.80	<.80	<.80	<.80			<.80				>.80
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	N	N	Y	N	N	N	N

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	712	19	672	18	1	0	3	0	1	0	35	1
Total Participants	643	18	606	17	1	0	2	0	1	0	33	1
Training Rate	90.31%	94.74%	90.18%	94.44%	100.00%		66.67%		100.00%		94.29%	100.00%
Ratio to Highest Rate	0.90	0.95	0.90	0.94	1.00		0.67		1.00		0.94	1.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	>.80		<.80		>.80		>.80	>.80
Adverse Impact (Yes/No)	N	N	N	N	N	N	Y	N	N	N	N	N

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	60	7	58	7	0	0	0	0	0	0	2	0
Total Participants	59	6	58	6	0	0	0	0	0	0	1	0
Training Rate	98.33%	85.71%	100.00%	85.71%							50.00%	
Ratio to Highest Rate	0.98	0.86	1.00	0.86							0.5	
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80							<.80	
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	Y	N

APPLICATION OF FOUR-FIFTH RULE ANALYSIS

Personnel Transactions Category: NEW HIRES

Report Period: 01/01/2008 to 12/31/2008

Race Category	Total Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1166	66	5.66%	1.00	> .80	N
Black Males	8	0	0.00%	0.00	< .80	Y
Hispanic Males	11	0	0.00%	0.00	< .80	Y
Asian/Pacific Males	7	0	0.00%	0.00	< .80	Y
American Indian Males	58	3	5.17%	0.91	> .80	N
White Females	431	25	5.80%	1.00	> .80	N
Black Females	1	0	0.00%	0.00	< .80	Y
Hispanic Females	11	0	0.00%	0.00	< .80	Y
Asian/Pacific Females	8	0	0.00%	0.00	< .80	Y
American Indian Females	28	0	0.00%	0.00	< .80	Y
Total Males	1250	69	5.52%	1.00	> .80	N
Total Females	479	25	5.22%	0.90	> .80	N

Personnel Transactions Category: PROMOTIONS

Report Period: 01/01/2008 to 12/31/2008

Race Category	Total Workforce	Total Promotions	Promotion Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1637	89	5.44%	0.57	< .80	Y
Black Males	2	0	0.00%	0.00	< .80	Y
Hispanic Males	7	0	0.00%	0.00	< .80	Y
Asian/Pacific Males	8	0	0.00%	0.00	< .80	Y
American Indian Males	52	5	9.62%	1.00	> .80	N
White Females	394	29	7.36%	1.00	> .80	N
Black Females	0	0	0.00%	0.00	< .80	Y
Hispanic Females	5	0	0.00%	0.00	< .80	Y
Asian/Pacific Females	3	0	0.00%	0.00	< .80	Y
American Indian Females	8	0	0.00%	0.00	< .80	Y
Total Males	1706	94	5.51%	0.78	< .80	Y
Total Females	410	29	7.07%	1.00	> .80	N

Personnel Transactions Category: TRAINING						
Report Period: 01/01/2008 to 12/31/2008						
Race Category	Total Workforce	Total Participants	Training Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1637	1455	88.88%	0.98	> .80	N
Black Males	2	1	50.00%	0.55	< .80	Y
Hispanic Males	7	6	85.71%	0.95	> .80	N
Asian/Pacific Males	8	7	87.50%	0.97	> .80	N
American Indian Males	52	47	90.38%	1.00	> .80	N
White Females	394	341	86.55%	0.99	> .80	N
Black Females	0	0	0.00%	0.00		
Hispanic Females	5	3	60.00%	0.69	< .80	Y
Asian/Pacific Females	3	2	66.67%	0.76	< .80	Y
American Indian Females	8	7	87.50%	1.00	> .80	N
Total Males	1706	1516	88.86%	1.00	> .80	N
Total Females	410	353	86.10%	0.97	> .80	N

Personnel Transactions Category: TERMINATIONS						
Report Period: 01/01/2008 to 12/31/2008						
Race Category	Total Workforce	Total Terminations	Number Retained	Retention Rate	Ratio to Highest Rate	Adverse Impact
White Males	1637	99	1538	93.95%	0.94	> .80
Black Males	2	0	2	100.00%	1.00	> .80
Hispanic Males	7	0	7	100.00%	1.00	> .80
Asian/Pacific Males	8	1	7	87.50%	0.88	> .80
American Indian Males	52	2	50	96.15%	0.96	> .80
White Females	394	33	361	91.62%	0.92	> .80
Black Females	0	0	0	0.00%	0.00	
Hispanic Females	5	0	5	100.00%	1.00	> .80
Asian/Pacific Females	3	0	3	100.00%	1.00	> .80
American Indian Females	8	0	8	100.00%	1.00	> .80
Total Males	1706	102	1604	94.02%	0.94	> .80
Total Females	410	33	377	91.95%	0.92	> .80

New Hires: Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/30/08

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	0	0	9	0	0	0	0	0	0	0	0	0
Total Hires	9	9	9	0	0	0	0	0	0	0	0	0
Selection Rate	9	9	9	0	0	0	0	0	0	0	0	0
Ratio to Highest Rate												
4/5 Rule 80% of Base												
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	453	199	431	183	0	0	0	0	0	0	16	7
Total Hires	20	14	20	14	0	0	0	0	0	0	0	9
Selection Rate	4.42%	7.04%	4.64%	7.65%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.58	0.92	0.61	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4/5 Rule 80% of Base	< .80	> .80	< .80	> .80	< .80	< .80	< .80	< .80	< .80	< .80	< .80	< .80
Adverse Impact (Yes/No)	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	188	191	162	173	7	0	0	0	0	0	9	12
Total Hires	14	9	13	9	0	0	0	0	0	0	0	0
Selection Rate	7.45%	4.71%	8.02%	5.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%
Ratio to Highest Rate	0.67	0.42	0.72	0.47	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
4/5 Rule 80% of Base	< .80	< .80	< .80	< .80			< .80	< .80	< .80	< .80	> .80	< .80
Adverse Impact (Yes/No)	Y	Y	Y	Y			Y	Y	Y	Y	N	Y

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	79	17	79	12	0	0	0	2	0	0	0	3
Total Hires	9	1	9	1	0	0	9	0	0	0	0	0
Selection Rate	11.39%	5.88%	11.84%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.99	0.50	1.00	0.70				0.00			0.00	0.00
4/5 Rule 80% of Base	> .80	< .80	> .80	< .80			< .80	< .80			< .80	< .80
Adverse Impact (Yes/No)	N	Y	N	Y			Y	Y			Y	Y

New Hires: Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/30/08

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	28	63	23	55	1	0	1	1	0	1	3	0
Total Hires	0	1	0	1	0	0	0	0	0	0	0	0
Selection Rate	0.00%	1.59%	0.00%	1.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.00	0.87	0.00	1.00	1.00		0.00	0.00		0.00	0.00	0.00
4/5 Rule 80% of Base	< .80	> .80	< .80	> .80	< .80		< .80	< .80		< .80	< .80	< .80
Adverse Impact (Yes/No)	Y	N	Y	N	Y		Y	Y		Y	Y	Y

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	432	7	408	0	0	0	0	1	0	0	24	0
Total Hires	25	0	22	0	0	0	0	0	0	0	3	0
Selection Rate	5.79%	0.00%	5.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%
Ratio to Highest Rate	0.46	0.00	0.43	0.00			0.00	0.00			1.00	
4/5 Rule 80% of Base	< .80	< .80	< .80	< .80			< .80	< .80			> .80	
Adverse Impact (Yes/No)	Y	Y	Y	Y				Y			N	

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	70	2	66	2	0	0	1	0	0	0	3	0
Total Hires	2	0	2	0	0	0	0	0	0	0	0	0
Selection Rate	2.86%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	1.00	0.00	1.00	0.00			0.00				0.00	
4/5 Rule 80% of Base	> .80	< .80	> .80	< .80			< .80				< .80	
Adverse Impact (Yes/No)	N	Y	N	Y			Y				Y	

*Excludes temporary hires.

Promotions - Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/31/08

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	15	3	16	3	0	0	0	0	0	0	0	0
Total Promotions	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate												
Ratio to Highest Rate												
4/5 Rule 80% of Base												
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	717	233	698	225	0	0	2	0	0	2	11	5
Total Promotions	27	12	26	12	0	0	0	0	0	0	1	0
Selection Rate	3.77%	5.15%	3.72%	5.33%			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.73	1.00	0.41	0.59			0.00	0.00	0.00	0.00	1.00	0.00
4/5 Rule 80% of Base	> .80	> .80	< .80	< .80			< .80	< .80	< .80	< .80	> .80	< .80
Adverse Impact (Yes/No)	Y	N	Y	Y	N	N	Y	Y	Y	Y	N	Y

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	109	103	103	99	0	0	1	3	0	1	0	0
Total Promotions	3	15	3	15	0	0	0	0	0	0	0	0
Selection Rate	2.75%	14.56%	2.91%	15.15%			0.00%	0.00%		0.00%	0.00%	
Ratio to Highest Rate	0.19	1.00	0.19	1.00	0.00	0.00	0.00	0.00		0.00	0.00	
4/5 Rule 80% of Base	< .80	> .80	< .80	> .80	< .80	< .80	< .80	< .80		< .80	< .80	
Adverse Impact (Yes/No)	Y	N	Y	N	Y	N	Y	Y	N	Y	Y	N

Job Category: PROTECTIVE SERVICE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	87	16	85	15	0	0	1	0	0	0	0	1
Total Promotions	1	0	1	0	0	0	0	0	0	0	0	0
Selection Rate	0.01	0.00	0.01	0.00			0.00	0.00	0	0		0.00
Ratio to Highest Rate	1.00	0.00	1.00	0.00			0.00	0.00	0.00	0.00		0.00
4/5 Rule 80% of Base	> .80	> .80	> .80	< .80			< .80	< .80	< .80	< .80		< .80
Adverse Impact (Yes/No)	N	Y	N	Y	N	N	Y	Y	Y	N	N	Y

Promotions - Four-Fifth Rule Application by Job Category													
Time Period: 01/01/08 to 12/31/08													
Job Category: ADMINISTRATIVE SUPPORT													
	Total		White		Black		Hispanic		Asian American		American Indian		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Workforce	5	29	5	27	0	0	0	1	0	0	0	0	1
Total Promotions	1	1	1	1	0	0	0	0	0	0	0	0	0
Selection Rate	20.00%	3.45%	20.00%	3.70%				0.00%					0.00%
Ratio to Highest Rate	1.00	0.20	1.00	0.19				0.00					0.00
4/5 Rule 80% of Base	> .80	< .80	> .80	< .80				< .80					< .80
Adverse Impact (Yes/No)	N	Y	N	Y	N	N	N	Y	N	N	N	N	Y

Job Category: SKILLED CRAFT													
	Total		White		Black		Hispanic		Asian American		American Indian		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Workforce	712	19	672	18	1	0	3	0	1	0	35	1	
Total Promotions	54	0	51	0	0	0	0	0	0	0	3	0	
Selection Rate	7.59%	0.00%	7.59%	0.00%	0.00%		0.00%		0.00%		8.57%	0.00%	
Ratio to Highest Rate	1.00	0.00	0.99	0.00	0.00		0.00		0.00		1.00	0.00	
4/5 Rule 80% of Base	> .80	< .80	> .80	< .80	< .80		< .80		< .80		< .80	< .80	
Adverse Impact (Yes/No)	Y	Y	N	Y	Y	N	Y	N	Y	N	N	Y	

Job Category: SERVICE MAINTENANCE													
	Total		White		Black		Hispanic		Asian American		American Indian		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Total Workforce	50	7	58	7	0	0	0	0	0	0	2	0	
Total Promotions	8	1	7	1	0	0	0	0	0	0	1	0	
Selection Rate	13.33%	14.29%	12.07%	14.29%							50.00%		
Ratio to Highest Rate	0.27	0.29	0.24	0.29							1.00		
4/5 Rule 80% of Base	< .80	< .80	< .80	< .80							< .80		
Adverse Impact (Yes/No)	Y	Y	Y	Y	N	N	N	N	N	N	Y	N	

*Excludes temporary promotions.

Terminations - Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/31/08

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	16	3	16	3	0	0	0	0	0	0	0	0
Total Termination	1	1	1	1	0	0	0	0	0	0	0	0
Number Retained	15	2	15	2	0	0	0	0	0	0	0	0
Retention Rate	93.75%	66.67%	93.75%	66.67%								
Ratio to Highest Rate	1.00	0.71	1.00	0.71								
4/5 Rule 80% of Base	> .80	< .80	> .80	< .80								
Adverse Impact (Yes/No)	N	Y	N	Y	N	N	N	N	N	N	N	N

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	717	233	698	225	0	0	2	1	6	2	11	5
Total Termination	40	17	39	17	0	0	0	0	0	0	1	0
Number Retained	677	216	659	208	0	0	2	1	6	2	10	5
Retention Rate	94.42%	92.70%	94.41%	92.44%			100.00%	100.00%	100.00%	100.00%	90.91%	100.00%
Ratio to Highest Rate	1.00	0.98	0.94	0.92			1.00	1.00	1.00	1.00	0.91	1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80			> .80	> .80	> .80	> .80	> .80	> .80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	109	103	103	99	1	0	1	3	0	1	4	0
Total Termination	15	11	16	11	0	0	0	0	0	0	0	0
Number Retained	93	92	87	88	1	0	1	3	0	1	4	0
Retention Rate	85.32%	89.32%	84.47%	88.89%	100.00%		100.00%	100.00%		100.00%	100.00%	
Ratio to Highest Rate	0.96	1.00	0.84	0.89	1.00		1.00	1.00		1.00	1.00	
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80	> .80		> .80	> .80		< .80	> .80	
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	Y	N	N

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	87	16	85	15	0	0	1	0	1	0	0	1
Total Termination	5	2	5	2	0	0	0	0	0	0	0	0
Number Retained	82	14	80	13	0	0	1	0	1	0	0	1
Retention Rate	94.25%	87.50%	94.12%	86.67%			100.00%		100.00%			100.00%
Ratio to Highest Rate	1.00	0.93	0.94	0.87			1.00		1.00			1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80			> .80		> .80			> .80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	Y	N	N	N	N

Terminations - Four-Fifth Rule Application by Job Category

Time Period: 01/01/08 to 12/31/08

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	5	29	5	27	0	0	0	1	0	0	0	1
Total Termination	0	1	0	0	0	0	0	0	0	0	0	0
Number Retained	5	28	5	26	0	0	0	1	0	0	0	1
Retention Rate	100.00%	96.55%	100.00%	96.30%								100.00%
Ratio to Highest Rate	1.00	0.97	1.00	0.96								1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80								> .80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	712	19	672	18	1	0	3	0	1	0	35	1
Total Termination	37	0	37	0	0	0	0	0	0	0	0	0
Number Retained	675	19	635	18	1	0	3	0	1	0	35	1
Retention Rate	94.80%	100.00%	94.49%	100.00%	100.00%		100.00%		100.00%		100.00%	100.00%
Ratio to Highest Rate	0.95	1.00	0.94	1.00	1.00		1.00		1.00		1.00	1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80	> .80		> .80		> .80		> .80	> .80
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	N	N

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	60	7	58	7	0	0	0	0	0	0	2	0
Total Termination	2	1	1	1	0	0	0	0	0	0	1	0
Number Retained	58	6	57	6	0	0	0	0	0	0	1	0
Retention Rate	96.67%	85.71%	98.28%	85.71%							50.00%	
Ratio to Highest Rate	1.00	0.89	1.00	0.87							0.51	
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80							< .80	
Adverse Impact (Yes/No)	N	N	N	N	N	N	N	N	N	N	Y	N

ANALYSIS OF ACCOMPLISHMENTS VS PRIOR YEAR GOALS

Job Group or Title	Prior Year Goals				Prior Year Accomplishments						Goals Met?		Narrative Attached for Groups Marked (*)
	Expected Openings	Goals			Actual Openings	Placements			Yes	No			
		Minority	Female			Minority	Female						
			#	%			#	%					
	#	#	%	#	%	#	%	#	%				
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	
Professional	10	1	10.0%	6	60.0%	67	0	0.0%	14	20.9%	Y		
Skilled Craft	5	4	80.0%	2	40.0%	50	3	6.0%	0	0.0%	N		
Service/Maint	2	2	100.0%	0	0.0%	8	0	0.0%	0	0.0%	N		

GOALS NOT ATTAINED EXPLANATION	
GOAL # 1 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Professional
GOAL DESCRIPTION:	Increase representation of white females by 5.
GOOD FAITH EFFORTS:	Recruitment agencies assisting in female employment were contacted. 14 professional white females were hired.
REASON(S) GOAL NOT MET:	During this reporting period 17 professional white females were terminated.
PROPOSED CORRECTIVE MEASURES:	MDT attempted to conduct exit interviews on all 17 individuals. Of those 17, six retired after many years of service. MDT received a total of 614 applications for the advertised professional positions. Of those only 183 were received from women. Representing approximately 30% of the total. Women organizations and recruitment agencies will be contacted over the coming year in an attempt to increase the number of women applying for professional positions.

GOAL # 2 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Professional
GOAL DESCRIPTION:	Increase representation of Hispanic males by 1.
GOOD FAITH EFFORTS:	MDT targeted state job service agencies in an attempt to increase the Hispanic male representation. None were hired.
REASON(S) GOAL NOT MET:	MDT received only 3 applications from Hispanic males out of the 614 received in total.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of Hispanic males over the coming year.

GOAL # 3 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Professional
GOAL DESCRIPTION:	Increase representation of Hispanic females by 2.
GOOD FAITH EFFORTS:	MDT targeted state job service agencies in an attempt to increase the Hispanic female representation. None were hired.
REASON(S) GOAL NOT MET:	Met received only 4 applications from Hispanic females out of the 614 received representing only slightly higher than one-half of 1%.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of Hispanic females over the coming year.

GOALS NOT ATTAINED EXPLANATION	
GOAL # 4 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Skilled Craft
GOAL DESCRIPTION:	Increase representation of Black males by 1.
GOOD FAITH EFFORTS:	MDT used the employment referral source listing in an effort to obtain more applications from Black males.
REASON(S) GOAL NOT MET:	MDT received no applications in this category from Black males.
PROPOSED CORRECTIVE MEASURES:	Target state job service agencies and geographic areas with higher representation of Black males over the coming year.

GOAL # 5 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Skilled Craft
GOAL DESCRIPTION:	Increase representation of Hispanic males by 2.
GOOD FAITH EFFORTS:	MDT targeted state job service agencies in an attempt to increase the Black male representation. None were hired.
REASON(S) GOAL NOT MET:	MDT received no applications in this category from Hispanic males.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of Hispanic males over the coming year.

GOAL # 6 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Skilled Craft
GOAL DESCRIPTION:	Increase representation of White females by 2.
GOOD FAITH EFFORTS:	Recruitment agencies assisting in female employment were contacted. None were hired.
REASON(S) GOAL NOT MET:	MDT received only six applications in this category from White female out of a total of 414. This represents only 1.4% of the total.
PROPOSED CORRECTIVE MEASURES:	Women organizations and recruitment agencies will be contacted over the coming year in an attempt to increase the number of women applying for Skilled Craft positions. MDT will work with the National Women in Construction organization to assist with this goal.

GOALS NOT ATTAINED EXPLANATION	
GOAL # 7 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Service/Maintenance
GOAL DESCRIPTION:	Increase representation of Native American males by 1.
GOOD FAITH EFFORTS:	MDT utilized the Native American Tribal Employment Rights Office (TERO) on each of the seven reservations located in the state in an effort to recruit Native Americans. None were hired.
REASON(S) GOAL NOT MET:	MDT only had two vacancies in this category for the year and only received 3 applications from Native American males, representing only 4% of the total.
PROPOSED CORRECTIVE MEASURES:	MDT will continue to work with Montana's TERO offices to increase the number of applications received from Native American males.

GOAL # 8 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Service/Maintenance
GOAL DESCRIPTION:	Increase representation of Asian males by 1.
GOOD FAITH EFFORTS:	MDT targeted state job service agencies in an attempt to increase the Asian male representation. None were hired.
REASON(S) GOAL NOT MET:	MDT only had two vacancies in this category for the year and did not receive any applications from Asian males.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of Asian males over the coming year.

RESULTS OF PREVIOUS YEAR AFFIRMATIVE ACTION PLAN & PROGRESS UNDER CURRENT PROGRAM		
<i>List Each Affirmative Action or Remedial Commitment</i>	<i>Results</i>	<i>Progress</i>
Continue to increase the number of applications from members of minority groups.	MDT continues to struggle in our attempt to increase minority applicants. Several referral source agencies and advocacy groups are notified of all vacancies in an effort to get more interest from the minority community.	As stated, this has been an on-going issue for MDT. With the minority population being so small it is difficult to recruit in these areas. MDT will continue working with all advocacy groups representing minority populations.
Provide training on MDT's application and recruitment process to minority groups	This goal was accomplished.	MDT conducted targeted training at Native American Community Colleges. In addition, we attended several job fairs targeting minority populations where additional training was provided.

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category:	OFFICIAL/ADMINISTRATORS	Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08			
		1		2		3		4					
		Total		Total		Total		Female	Min	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	19		16		3		0					
2	Percent of Female/Minority in Job Group	16%				15.79%		0.00%					
3	Job Group Availability Rate					27.5%		2.7%					
4	Underutilized for Females/Minorities (check box)					Y		Y					
5	Ultimate % Goal for Females/Minorities in Job Group	29.3%				27.5%		0.0%					
6	Rates of Hire, Promotions For Females/Minorities					0		0					
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	19		16		2		0					
10	Anticipated % of Females/Minorities in Job Group	0%				16%		0%					
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)					27.5% 2012							
12	Actual # of Employees at End of Period	19		16		3		0					
13	Net increase and Net Decrease	0		0		0		0					
14	Actual % of Female/Minority in Job Group at End of Period	0%				16%		0%					
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females					0%		0%					

- A. Fill out items 1 through 11 at the start of the AAP
B. Fill out items 12 through 16 at the end of the AAP

Legend:

B - Blacks/African American
AS/PI - Asian American/Pacific Islander
AI/AN - American Indian/Alaskan Native
Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: PROFESSIONALS		Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08			
Items		1	2	3	4	Male				Female			
		Total	Total Male	Total Female	Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	943	717	226	25	0	6	11	2	0	1	4	1
2	Percent of Female/Minority in Job Group	27%		23.97%	2.65%								
3	Job Group Availability Rate			31.6%	4.8%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	34.00%		31.6%	4.8%								
6	Rates of Hire, Promotions For Females/Minorities			5.31%	4.00%								
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females			65	24								
9	Anticipated # of Employees at End of Period	965	700	238	27	0	6	11	3	0	1	4	2
10	Anticipated % of Females/Minorities in Job Group	0.00%		24.66%	2.80%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)			31.6% 2013	4.8% 2013								
12	Actual # of Employees at End of Period	950	717	233	27	0	6	11	2	0	2	5	1
13	Net increase and Net Decrease	7	0	7	2								
14	Actual % of Female/Minority in Job Group at End of Period	24.53%		24.53%	2.84%								
15	Actual # of Openings During the Period	67											
16	Actual Rates of Hire/Promotions for Minority/Females			10%	3%						1	1	1

- ☐ A. Fill out items 1 through 11 at the start of the AAP
☐ B. Fill out items 12 through 16 at the end of the AAP

Legend:
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category:	TECHNICIANS	Items	Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08			
			1	2	3	4	Male				Female			
			Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1		Number of Employees at Start of Period	236	125	111	10	1	0	3	1	0	1	1	3
2		Percent of Female/Minority in Job Group	51%		47.03%	4.24%								
3		Job Group Availability Rate			20.9%	8.1%								
4		Underutilized for Females/Minorities (check box)			N	Y								
5		Ultimate % Goal for Females/Minorities in Job Group	27.60%		20.9%	8.1%								
6		Rates of Hire, Promotions For Females/Minorities			7.21%	10.00%								
7		Percent of Anticipated Opening at Start of period												
8		Desired Numerical Net changes for Minorities/Females			0	0								
9		Anticipated # of Employees at End of Period	236	125	111	10	1	0	3	1	0	1	1	3
10		Anticipated % of Females/Minorities in Job Group	0.00%		47.03%	4.24%								
11		If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)				8.1% 2013								
12		Actual # of Employees at End of Period	212	109	103	10	1	0	4	1	0	1	0	3
13		Net increase and Net Decrease	-24	-16	-8	0								
14		Actual % of Female/Minority in Job Group at End of Period	48.58%		48.58%	4.72%								
15		Actual # of Openings During the Period	23											
16		Actual Rates of Hire/Promotions for Minority/Females			0%	0%			1					

- ☐ A. Fill out items 1 through 11 at the start of the AAP
☐ B. Fill out items 12 through 16 at the end of the AAP

Legend:

B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category:	PROTECTIVE SERVICES	Items	Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08			
			1	2	3	4	Male				Female			
			Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period		96	79	17	3	0	1	0	1	0	0	1	0
2	Percent of Female/Minority in Job Group		21%		17.71%	3.13%								
3	Job Group Availability Rate				12.8%	14.0%								
4	Underutilized for Females/Minorities (check box)				N	Y								
5	Ultimate % Goal for Females/Minorities in Job Group		24.00%		12.8%	14.0%								
6	Rates of Hire, Promotions For Females/Minorities				5.88%	0.00%								
7	Percent of Anticipated Opening at Start of period													
8	Desired Numerical Net changes for Minorities/Females				0	0								
9	Anticipated # of Employees at End of Period		96	79	17	3	0	1	0	1	0	0	1	0
10	Anticipated % of Females/Minorities in Job Group		0.00%		17.71%	3.13%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)					14%/2013								
12	Actual # of Employees at End of Period		103	87	16	3	0	1	0	1	0	0	1	0
13	Net increase and Net Decrease		7	8	-1	0								
14	Actual % of Female/Minority in Job Group at End of Period		15.53%		15.53%	2.91%								
15	Actual # of Openings During the Period		7											
16	Actual Rates of Hire/Promotions for Minority/Females				0%	0%								

Legend:

B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hips - Hispanic

- ☐ A. Fill out items 1 through 11 at the start of the AAP
☐ B. Fill out items 12 through 16 at the end of the AAP

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category	OFFICE/CLERICAL	Items	Job No. & Job Group				Job Titles				01/01/08 to 12/31/08			
			1	2	3	4	Male				Female			
			Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1		Number of Employees at Start of Period	33	5	28	1	0	0	0	0	0	0	0	0
2		Percent of Female/Minority in Job Group	88%		84.85%	3.03%								
3		Job Group Availability Rate			83.2%	6.5%								
4		Underutilized for Females/Minorities (check box)			N	Y								
5		Ultimate % Goal for Females/Minorities in Job Group	84.80%		83.2%	6.5%								
6		Rates of Hire, Promotions For Females/Minorities			3.57%	0.00%								
7		Percent of Anticipated Opening at Start of period												
8		Desired Numerical Net changes for Minorities/Females			0	0								
9		Anticipated # of Employees at End of Period	33	5	28	1	0	0	0	0	0	0	0	0
10		Anticipated % of Females/Minorities in Job Group	0.00%		84.85%	3.03%								
11		If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)				6.5%/2013								
12		Actual # of Employees at End of Period	34	5	29	2	0	0	0	0	0	0	0	0
13		Net increase and Net Decrease	4	0	1	1								
14		Actual % of Female/Minority in Job Group at End of Period	85.29%		85.29%	5.88%								
15		Actual # of Openings During the Period	4											
16		Actual Rates of Hire/Promotions for Minority/Females			25%	25%								1

- A. Fill out items 1 through 11 at the start of the AAP
B. Fill out items 12 through 16 at the end of the AAP

Legend:

- B - Blacks/African American
AS/PI - Asian American/Pacific Islander
AI/AN - American Indian/Alaskan Native
Hisp - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS																
EEO-4 Category: SKILLED CRAFT		Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08						
Items		1	2	3	4	Male				Female						
		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN
1	Number of Employees at Start of Period	678	663	15	34	1	1	29	2	0	0	0	1	0		
2	Percent of Female/Minority in Job Group	7%		2.21%	5.01%											
3	Job Group Availability Rate			5.0%	6.1%											
4	Underutilized for Females/Minorities (check box)			Y	Y											
5	Ultimate % Goal for Females/Minorities in Job Group	10.70%		5.0%	6.1%											
6	Rates of Hire, Promotions For Females/Minorities			0.00%	14.71%											
7	Percent of Anticipated Opening at Start of period															
8	Desired Numerical Net changes for Minorities/Females															
9	Anticipated # of Employees at End of Period	680	663	17	38	2	2	30	2	0	0	0	1	0		
10	Anticipated % of Females/Minorities in Job Group	0.00%		2.50%	5.59%											
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)			5.0%/2013	6.1%/2011											
12	Actual # of Employees at End of Period	731	712	19	39	1	1	35	1	0	0	0	1	0		
13	Net increase and Net Decrease	53	49	4	5											
14	Actual % of Female/Minority in Job Group at End of Period	2.60%		2.60%	5.34%											
15	Actual # of Openings During the Period	20														
16	Actual Rates of Hire/Promotions for Minority/Females			20%	25%											

- ☐ A. Fill out items 1 through 11 at the start of the AAP
- ☐ B. Fill out items 12 through 16 at the end of the AAP

Legend:

B - Blacks/African American
AS/PI - Asian American/Pacific Islander
AI/AN - American Indian/Alaskan Native
Hisp - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: SERVICE MAINTENANCE		Job No. & Job Group:				Job Titles:				01/01/08 to 12/31/08			
Items		1	2	3	4	Male				Female			
		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	80	71	9	2	0	1	1	0	0	0	0	0
2	Percent of Female/Minority in Job Group	14%		11.25%	2.50%								
3	Job Group Availability Rate			16.0%	8.8%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	20.70%		16.0%	8.8%								
6	Rates of Hire, Promotions For Females/Minorities			22.22%	100.00%								
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	80	71	9	2	0	2	2	0	0	0	0	0
10	Anticipated % of Females/Minorities in Job Group	0.00%		11.25%	5.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)			16.0%/ 2013	8.8%/ 2011								
12	Actual # of Employees at End of Period	67	60	7	2	0	0	2	0	0	0	0	0
13	Net increase and Net Decrease	-13	-11	-2	0								
14	Actual % of Female/Minority in Job Group at End of Period	10.45%		10.45%	2.99%								
15	Actual # of Openings During the Period	10											
16	Actual Rates of Hire/Promotions for Minority/Females			-20%	0%			1					

- A. Fill out items 1 through 11 at the start of the AAP
B. Fill out items 12 through 16 at the end of the AAP

Legend:

B - Blacks/African American
AS/PI - Asian American/Pacific Islander
AI/AN - American Indian/Alaskan Native
Hips - Hispanic

**Montana Department of Transportation
ADA/504 Notice of Nondiscrimination**

The Montana Department of Transportation [MDT] does not discriminate on the basis of disability in admission to its programs, services, or activities, in access to them, in treatment of individuals with disabilities, or in any aspect of their operations. The MDT also does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990 and the Section 504 of the Rehabilitation Act of 1973. Questions, complaints, or requests for additional information regarding the ADA and Section 504/ Coordinator may be forwarded to:

Alice Flesch, ADA Coordinator
(406)444-9229 (voice) or 1-800-335-7592 (TDD)
Montana Relay - 711
P.O. Box 201001
2701 Prospect Avenue
Helena, MT 59620-1001
Office hours: Monday-Friday 8:00 A.M. – 5:00 P.M.

This notice is available from the ADA Coordinator in large print, on audio tape, and in Braille upon request.